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ABSTRACT

The Illinois public community college Faculty and Administrative Salary Survey presents information on full-time faculty mean salaries from fall 1973 through fall 1977, teaching and non-teaching personnel actual 1977-78 contractual salaries by school district, and mean salaries per yearly course semester hour, weekly class contact hour, academic month, and percent increase for continuing personnel. Survey items also include part-time rates, overload rates, and total fiscal year (twelve-month) salaries. The full-time faculty academic year (nine months) contractual salary mean average was $16,822, a 4% rise over the previous year. Overall, colleges paid 6% increases to continuing faculty; these increases were well below standard cost-of-living rises. State salary schedule averages ranged from $11,193 to $22,043 for masters degree holders and $13,805 to $23,166 for doctorate holders, with minimum to maximum experience respectively. Part-time and overload rates averaged $283 and $362 per semester hour respectively. Administrator salaries averaged from $23,033 for chief community education officers to $38,305 for district chief executives. Twenty-eight data tables also cover: institutional salary policies, teaching and non-teaching faculty members, sick leave and retirement policies, faculty organizations, and disability coverage. A copy of the survey instrument is appended. (TR)

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FACULTY AND ADMINISTRATIVE SALARIES IN THE PUBLIC COMMUNITY COLLEGES OF ILLINOIS

1977 - 78

Illinois Community College Board

U.S. DEPARTMENT OF HEALTH EDUCATION & WELFARE NATIONAL INSTITUTE OF EDUCATION

JC 780 129

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ICCB 1977-78 Faculty and Administrative Salary Survey

PREFACE

The Faculty and Administratave Salary Survey for 1977-78 was designed to collect information about faculty and administratave salaries for use by the state agencies in justifying the budget request and by colleges in the salary determinaticas for next year. This is the sixth consecutive year for this report on faculty and administrative salaries in the public community colleges of Illinois.

This year's survey included new items on part-time salary rates, overload rates, and total fiscal year twelve month (W-2 type) faculty salaries. These new items were added to make the survey more useful for the community colleges. A survey of fringe benefit policies which have implications for the State University Retirement System were also included. Results of this survey are contained in this report. A copy of the survey instrument is included in Appendix B of this document.

Every effort was made to obtain the most essential salary data and to ensure that each community college reported reliable data on a comparable basis with all other colleges. Due to the great variety of salary policies within the community colleges of Illinois, some of the items asked could not be completed by all colleges while estimates of comparable data had to be provided in some cases.

The faculty salaries shown in this report are generally academic year (usually 9 month) salaries paid to full-time teachers. The administrative salaries are for the fiscal year (twelve months). Hence, care must be used when attempting comparisons. The report also utilizes mean (average) salary which is the arithmetic averages of all full-time faculty salaries at each college and median salary which is the middle salary (an equal number of salaries both lower and higher than this salary) at each college. The median salary is the most appropriate measure of central tendencies for salary data because it is not affected by a few extremely low or extremely high salaries.

The ICCB staff appreciates the cooperation of the personnal in the community colleges in completing the salary survey promptly and accurately. Acknowledgement is also given to the ICCB Research Advisory Council and the Council of Presidents for their assistance in revising the survey instrument. We hope the information in this survey report will serve the needs of each of you.

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HIGHLIGHTS OF THE 1977-78 FACULTY AND ADMINISTRATIVE SALARY SURVEY IN THE PUBLIC COMMUNITY COLLEGES OF ILLINOIS

1. The state average of the mean academic year (usually 9 months) contractual salaries actually paid by the community colleges to full-time faculty was 16,822 during 1977-78, an increase of $785 (4.9%) from the previous year. The state average percent salary increase that colleges reported their continuing faculty members receiving was 6.0%. These increases are well below the increases in the cost of living. While the average faculty salaries in community colleges have increased by 23.8% since 1973-74, the consumer price index has increased by 34% during the same period. (See Pages 6 and 7.)

2. The state averages of the academic year (usually 9 months) salary schedule salaries paid to full-time teaching faculty in the public community colleges are as follows: (See Pages 16 and 17.)

   a. Masters Degree, no additional graduates course work, and no experience (beginning level base salary) . . . . . $ 11,193

   b. Masters Degree, maximum additional graduate course work, and 5 years experience . . . . . $ 15,884

   c. Masters Degree, maximum additional graduate course work, and maximum experience . . . . . $ 22,043

3. The state total twelve month fiscal year (W-2 type) faculty salary for FY1977 was $18,447 in the community colleges of Illinois. This salary was $1,625 higher than the average academic year (nine-month) salary. (See Pages 8 and 9.)

4. Part-time faculty salary rates ranged from $177 to $593 per course semester hour and averages $238 duringthe fall 1977 term. The average overload rate for full-time faculty per course semester hour was $362. (See Pages 10 and 11.)

5. An analysis of faculty salaries for three common measures of faculty output in the public community colleges of Illinois revealed the following state average salaries per unit: (See Pages 14 and 15 for details.)

   a. Salary cost per annual course semester credit hour . . . . . $ 564
   b. Salary cost per course contact hour . . . . . $ 531
   c. Salary cost per month . . . . . $ 1890

6. The number of part-time teaching faculty increased by 1,405 (15.0%) from a year ago to 10,803 (68% of the total) while the number of full-time teaching faculty increased by only 74 (1.5%) to 4,984 (32% of the total) for the fall 1977 term. (See Pages 22 and 23.)

7. State average salaries paid for administrative positions in the public community colleges of Illinois in 1977-78 changed from -1.6% to +4.8% from a year earlier among the various administrative positions. The state average salaries for each of the following positions are shown below: (See Pages 32 through 34.)

	1977-78
a. Chief executive officer of district	$ 38,305
b. Chief campus administrator	$ 32,919
c. Chief academic administrator	$ 29,197
d. Chief finance administrator	$ 27,129
e. Chief student services administrator	$ 25,339
f. Chief community education administrator	$ 23,033

INTRODUCTION

The Illinois Public Community College Faculty and Administrative Salary Survey for 1977-78 has been revised to include new itmes about part-time faculty salary rates, overload faculty salary rates, total fiscal year (W-2 type) faculty salaries, and salaries for some additional key administrators. It is hoped that these additional new items will make this year's survey even more useful for the community colleges, state agencies, and to all persons that have a need for this salary data.

Every attempt was made to ensure that the data presented were reported on a comparable basis by each college. However, due to the great diversity among the community colleges in their administrative structures and their salary policies, it is very difficult to make comparisons on the basis of any salary figure by itself. For example, although the academic year base salary would seem to be a very comparable type of figure, the length of an academic year varies among the colleges by as much as a month. Other items which must be taken into account when making comparisons among colleges are the ratio of part-time to full-time faculty, the age and experience of the staff, and fringe benefits. Several different types of salaries are shown in this document and an analysis of all of these is essential when making comparisons. For example, when comparing the faculty salaries of two colleges that do not have similar faculties in terms of experience or number of steps on the salary schedule (a new college compared to an established one) the average salary of the present faculty would be inappropriate; however, the salary schedule salaries would be more comparable in this case.

In this report, we have attempted to explain and analyze the data presented in each table. Additional analysis may be desired on an individual need basis. For example, a community college may want to compare itself with five other community colleges that it considers to be in the same category with itself. This type of comparison is probably the most meaningful for local use; however, it is not feasible at the state level because there is little agreement on the various categories of colleges to be used and no agreement about which colleges fit into each category.

The 1977-78 Faculty and Administrative Salary Survey included the participation of all thirty-nine public community college districts and all fifty-one colleges in Illinois. The data includes analyses by college for the actual numbers of faculty employed, the faculty salary data, the administrative salary data, and an analyses of institutional policies which relate to salaries.

This year's salary survey can be compared with similar ICCB salary surveys conducted and published in prior years for an analysis of salary trends in Illinois public community colleges. Table 1 on page three shows the mean academic year salaries paid to full-time teaching faculty in Illinois public community colleges for each community college since Fall 1973. The table shows that the mean faculty salaries in the community colleges increased from $13,594 in the Fall 1973 to $16,822 for the Fall of 1977. The salary increase of 4.9% in 1977 was larger than the 4.2% reported in 1976; however, it was still below the cost of living increase for 1977.

The average salaries paid to full-time teaching faculty are affected by several factors other than the salary schedule. For example, the replacement of experienced faculty members with ones who have little experience can reduce the mean salary for a given college although the salary schedule might be increased. The salary survey report shows the salary schedule salaries as well as the actual salaries for each community college. The reader must be cautious that he or she uses the most appropriate salary information.

The figure below shows the change in the state average full-time teaching salaries of faculty in Illinois public community college in percent from a base year of 1973 compared to a change in the consumer price index using the same base year of 1973. This figure shows that although the average faculty salaries have increased by 23.8% since 1973-74, the Consumer Price Index has increased 34.0% during the same period. Hence, the increase in faculty salaries in the community colleges of Illinois has not kept pace with the increase in the cost of living during the past four years.

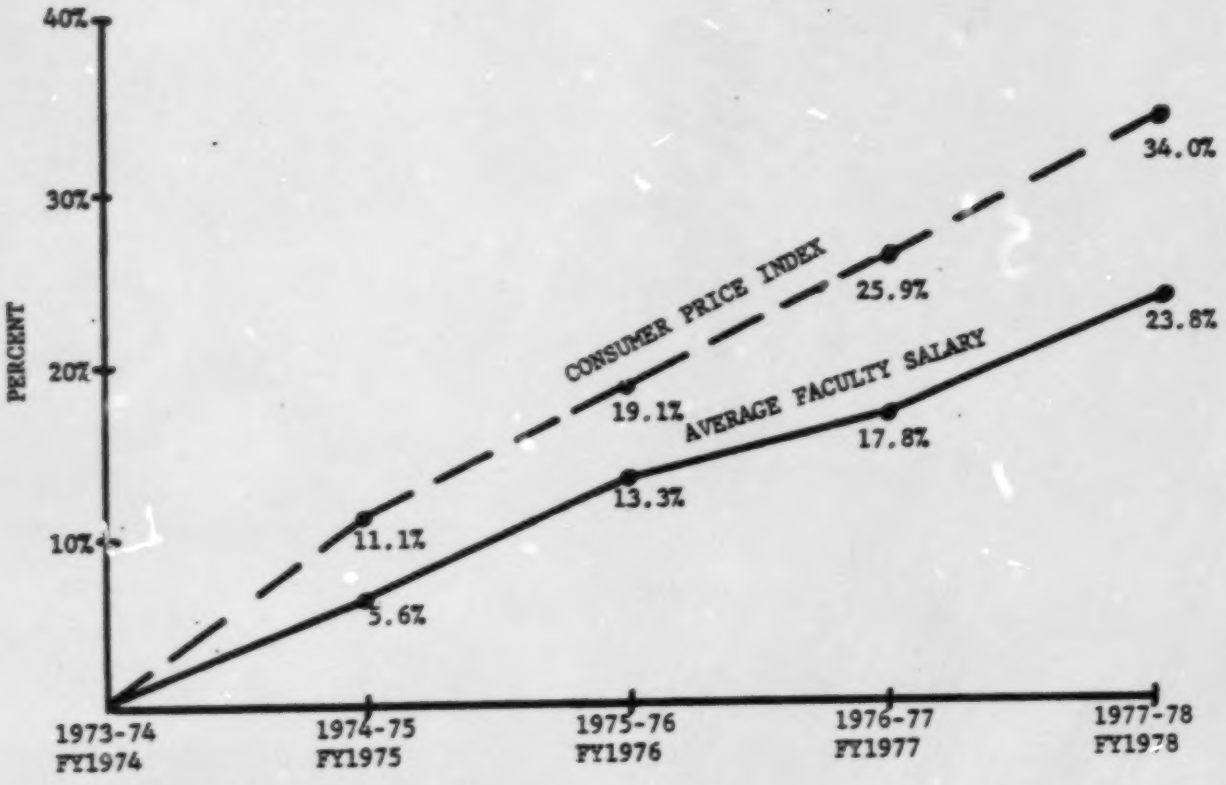

Figure 1. Comparison of Increase of Average Faculty Salaries in Illinois Public Community Colleges With The Consumer Price Index* Since 1973.

* Source: Chase Econometrics

TABLE I

MEAN SALARIES PAID TO FULL-TIME TEACHING FACULTY
IN ILLINOIS PUBLIC COMMUNITY COLLEGES FALL 1973 THROUGH FALL 1977

		FALL 1973	FALL 1974	FALL 1975	FALL 1976	FALL 1977	DOLLAR CHANGE FROM 1976	PERCENT CHANGE FROM 1976
501	KASKASKIA	$12,965	$14,138	$14,449	$15,199	$15,978	$ 779	5%
502	DUPAGE	16,919	17,807	19,453	20,482	21,620	1,138	6
503	BLACK HAWK	13,852	14,710	16,068	16,562	17,353	791	5
504	TRITON	14,250	15,703	17,701	18,781	20,094	1,313	7
505	PARKLAND	12,176	13,387	14,573	15,704	16,589	885	6
506	SAUK VALLEY	12,937	14,002	14,701	14,577	16,087	1,510	10
507	DANVILLE	13,680	13,590	15,857	15,795	16,137	342	2
508	CHICAGO	16,764	17,397	18,663 *	19,748	20,129	381	2
509	ELGIN	15,115	15,873	16,455	16,781	17,878	1,097	7
510	THORNTON	15,927	16,162	17,776	18,599	19,745	1,146	6
511	ROCK VALLEY	13,695	14,750	15,548	16,570	17,352	782	5
512	HARPER	15,019	16,441	17,167	18,277	18,723	446	2
513	ILLINOIS VALLEY	13,973	14,300	16,026	16,896	18,177	1,281	8
514	ILLINOIS CENTRAL	13,300	14,233	15,460	16,434	17,453	1,019	6
515	PRAIRIE STATE	15,195	16,077	17,225	18,318	19,021	703	4
516	WAUBONSEE	13,858	14,440	16,025	16,918	17,832	914	5
517	LAKE LAND	12,728	13,479	14,513	15,173	15,647	474	3
518	CARL SANDBURG	11,421	11,677	13,510	14,617	14,710	93	1
519	HIGHLAND	14,200	15,145	15,356	16,200	17,271	1,071	7
520	KANKAKEE	10,992	10,466	12,520	13,342	14,000	658	5
521	REND LAKE	13,984	14,131	13,752	14,000	15,276	1,276	9
522	BELLEVILLE	14,616	16,945	16,715	18,778 *	19,641	863	5
523	KISHWAUKEE	12,225	12,625	13,411	14,074	14,133	59	0
524	MORAINE VALLEY	12,505	14,110	14,183	15,385	16,270	885	6
525	JOLIET	16,216	17,095	17,299	18,426	19,566	1,140	6
526	LINCOLN LAND	15,785	16,379	17,090	17,250	18,289	1,039	6
527	MORTON	15,975	16,861	17,475	19,980 *	19,824	-156	-1
528	MCHENRY	12,600	13,685	14,557	15,014	16,019	1,005	7
529	ILLINOIS EASTERN	11,392	12,146	12,995	13,058	14,400	1,342	10
530	JOHN A. LOGAN	12,153	12,850	14,623	15,433 *	16,431	998	6
531	SHAWNEE	12,768	11,086	10,879	13,372	13,263	-109	-1
532	LAKE COUNTY	14,206	15,690	16,832	17,374	18,496	1,122	6
533	SOUTHEASTERN	12,745	13,548	14,190	14,879	15,636	757	5
534	SPOON RIVER	13,626	14,498	16,270	16,045	16,627	582	4
535	OAKTON	12,807	13,978	15,296	16,410	17,803	1,393	8
536	LEWIS AND CLARK	11,521	12,000	13,834	13,765	14,610	845	6
537	RICHLAND	11,197	12,300	13,794	14,532	14,693	161	1
539	JOHN WOOD	0	0	0	9,845	9,276	-569	-6
601	SCC, E ST LOUIS	11,313	11,701	12,579	12,876	13,994	1,118	9
STATE AVERAGE		$13,594	$ 14,354	$15,395	$ 16,037	$ 16,822	$ 785	5%
PERCENT INCREASE FROM PREVIOUS YEAR		--	5.6%	7.3%	4.2%	4.9%		

* Salary negotiations had not been completed at the time this report was published for 1976-77, therefore, mean salaries have been updated to reflect the new salaries.

SUMMARY OF 1977-78 SALARY DATA

Table 2 on the opposite page shows a summary of selected faculty and administrative salaries in Illinois public community colleges for 1977-78. The range of salaries, the state average salary, and the percent change from 1976-77 are shown in this table. The data for each college are shown later in this report. The academic year (9 Mo.) contractual salaries are ones which the colleges contract with the faculty while the salary schedule salaries are ones which are shown on the colleges salary schedule. The state average actual contractual base salaries increased by 4.9% from a year earlier.

The state average base salary schedule salaries increased by 4.9% to $11,193 while the state average salary for a teacher with a masters degree, maximum hours, and five years experience increased by 5.8% to $15,884.

The administrative salaries shown are for an entire year (twelve months) and represent the average of all the salaries reported by all the public community colleges in Illinois. The annual percent increase in the state average salaries of these positions ranged from -1.6% to 4.8%.

This year an analysis of part-time faculty salary rates as well as total (12 Mo.) fiscal year (W-2 type) faculty salaries was added to the salary survey. Hence, although no comparison with previous years is possible on these salaries, the state average rates are shown in Table 2.

Part-time faculty salaries are paid on many different basis by the various community colleges. For example, some colleges pay a flat dollar amount per course, while other colleges pay a rate per hour or per class contact hour. In this survey all these various methods of payment were converted to an average rate per semester course credit hour to obtain comparable data for reporting purposes.

The fiscal year (W-2 type) faculty salaries include the total salary paid to a faculty member for an entire year. This includes overloads for extra courses or for teaching a summer session as well as any additional payment for special assignments. This salary is similar to the salary reported on the W-2 form except that it is for a fiscal year instead of a calendar year. Since this faculty salary data is for a full twelve month period, it is comparable to the administrative salary date.

TABLE 2

SUMMARY OF 1977-78 FACULTY AND ADMINISTRIATIVE SALARY DATA IN THE PUBLIC COMMUNITY COLLEGES OF ILLINOIS

	RANGE *	STATE AVERAGE**	% CHANGE FROM 1976-77
Teaching Faculty Salaries			
Average Academic Year (9 Mo.) Contractual Salaries	$9,276 - $21,620	$16,822	+4.9%
Median Academic Year (9 Mo.) Contractual Salaries	$9,000 - $22,617	$16,867	+6.0%
Lowest Salary on Salary (9 Mo.) Schedule for Teacher with Masters Degree	$9,000 - $13,395	$11,193	+4.9%
Salary on Salary Schedule for Teacher with Masters Degree Maximum Hours plus 5 Years Experience	$12,670 - $19,250	$15,884	+5.8%
Fiscal Year (W-2 Type) 12 Mo. Median Total Faculty Salaries	$9,000 - $24,661	$18,270	--
Part-Time Faculty Salary Rates per course semester credit hour	$ 177 - $ 593	$ 238	--
Administrative Salaries (12 Mo.)			
Executive Officer of District	$28,500 - $55,000	$38,305	+4.8%
Campus Administrator	$23,500 - $45,000	$32,919	+4.2%
Finance Officer	$15,000 - $40,406	$27,129	+2.6%
Academic Officer	$14,625 - $38,550	$29,197	+2.0%
Bacc/Univ Parallel Officer	$20,000 - $34,500	$26,262	+1.6%
Occ/Career Education Officer	$17,300 -$38,100	$25,929	+3.5%
Student Services Officer	$14,875 - $36,634	$25,339	+1.3%
Pub/Comm Services Officer	$12,800 - $33,100	$23,033	-1.6%
Director of Data Processing	$ 8,000 - $31,500	$22,431	--
Director of Research & Planning	$15,000 - $33,138	$24,567	--

*Range shows the lowest salary and the highest salary reported by any college for given category

**State average salaries reported are the arithmetic mean of the salaries reported in each category

ACTUAL 1977-78 ACADEMIC YEAR CONTRACTUAL SALARIES PAID TO FULL-TIME TEACHING FACULTY

Table 4 on the next page shows the lowest, mean, median, and highest academic year contractual salaries paid to full-time teaching faculty at each community college in Illinois. Academic year contractual base salaries were utilized in this table to obtain as much comparability as possible among the colleges.

The lowest salaries represent the lowest base salary actually paid to a full-time teaching faculty at each of the community college districts and are different from salary schedule salaries which are reported in Tables 14 and 16 of this report. The low salaries ranged from $6,300 to $15,583 at the various colleges.

The high salaries represent the highest salary actually paid to a full-time teaching faculty for an academic year (9 months) at each of the colleges. The mean (average) salaries represent the arithmetic average of all full-time teaching faculty salaries at each college district. The median salary is the one which is in the middle of the range (an equal number of salaries both lower and higher than this salary) at each college. The median salary is the most appropriate measure of central tendencies for salary data because it is not affected by extremely low or extremely high salaries. The median faculty salary for all districts was $17,206.

Table 3 below shows a summary of the state average and ranges by the various categories.

TABLE 3

SUMMARY OF 1977-78 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO FULL-TIME TEACHING FACULTY AT PUBLIC COMMUNITY COLLEGES OF ILLINOIS

	DISTRICT RANGE Low - High	STATE AVERAGE*	STATE MEDIAN*
Lowest Salaries	$6,300 to $12,754	$10,869	$11,341
Mean Salaries	$9,276 to $21,620	$16,822	$16,627
Median Salaries	$9,000 to $22,617	$16,867	$17,206
Highest Salaries	$12,750 to $29,231	$22,326	$22,340

* State averages and median were calculated by using the data reported for the 39 community college districts.

TABLE 7

SALARIES PAID TO FULL-TIME TEACHING FACULTY IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR ACADEMIC YEAR 1977-78

	LOW	MEAN	MEDIAN	HIGH
501 KASKASKIA	$ 8,617	$ 13,978	$ 15,760	$21,080
502 DUPAGE	11,912	21,620	22,617	27,511
503 BLACK HAWK	10,635	17,353	17,528	24,370
50301 BLACK HAWK QC	10,635	17,799	18,130	24,370
50302 BLACK HAWK E.	11,341	14,830	14,899	20,180
504 TRITON	12,141	20,094	19,916	29,231
505 PARKLAND	9,820	16,589	16,806	21,150
506 SAUK VALLEY	11,400	16,087	15,725	22,075
507 DANVILLE	7,500	16,137	17,500	19,600
508 CHICAGO	11,290	20,129	19,040	28,040
50801 KENNEDY KING	11,640	19,750	19,340	28,040
50802 LOOP	13,040	20,972	21,040	28,040
50803 MALCOLM X	11,290	17,034	17,050	26,040
50804 TRUMAN	11,640	21,087	21,500	28,040
50805 OLIVE-HARVEY	11,640	19,162	22,040	26,999
50806 DALEY	11,900	21,309	21,000	28,040
50807 WILBUR WRIGHT	11,500	22,600	21,800	28,300
50808 SKILLS CENTER	9,100	12,048	12,500	17,318
50809 CITY WIDE COLL	11,900	17,220	16,600	27,040
509 ELGIN	12,000	17,878	17,466	25,654
510 THORNTON	11,945	19,745	19,553	23,991
511 ROCK VALLEY	10,332	17,352	17,456	22,752
512 HARPER	12,754	18,723	19,485	28,250
513 ILLINOIS VALLEY	12,320	18,177	16,475	20,630
514 ILLINOIS CENTRAL	10,807	17,453	17,467	23,790
515 PRAIRIE STATE	12,115	19,021	20,065	24,135
516 WAUBONSEE	11,970	17,832	17,206	24,428
517 LAKE LAND	10,585	15,647	16,006	19,793
518 CARL SANDBURG	10,650	14,710	14,880	18,230
519 HIGHLAND	11,931	17,271	17,939	20,894
520 KANKAKEE	9,614	14,000	14,848	23,580
521 REND LAKE	9,660	15,276	15,540	21,840
522 BELLEVILLE	12,295	19,641	19,678	23,957
523 KISHWAUKEE	9,572	14,133	14,390	19,570
524 MORAINE VALLEY	11,535	16,270	15,880	22,730
525 JOLIET	12,701	19,566	19,640	24,367
526 LINCOLN LAND	11,233	18,289	18,181	24,040
527 MORTON	12,668	19,824	21,234	24,064
528 MCHENRY	12,162	16,019	15,598	21,645
529 ILLINOIS EASTERN	8,000	14,400	14,350	19,491
52901 LINCOLN TRAIL	9,100	11,750	11,622	14,900
52902 OLNEY CENTRAL	8,450	14,047	14,350	18,000
52903 WABASH VALLEY	8,000	14,224	14,550	19,491
52904 COLLEGE CONT E	15,583	17,229	17,229	18,875
530 JOHN A. LOGAN	12,382	16,431	16,385	21,247
531 SHAWNEE	7,875	13,263	13,000	19,500
532 LAKE COUNTY	11,582	18,496	18,154	23,379
533 SOUTHEASTERN	11,350	15,636	15,700	19,350
534 SPOON RIVER	10,725	16,627	17,450	22,340
535 OAKTON	12,460	17,803	17,336	25,030
536 LEWIS AND CLARK	9,558	14,610	14,250	19,833
537 RICHLAND	12,000	14,693	14,320	18,615
539 JOHN WOOD	6,300	9,276	9,000	12,750
601 SCC, E ST LOUIS	9,500	13,994	14,000	17,800
STATE AVERAGE BY DISTRICT	$10,869	$16,822	$16,867	$22,326
STATE AVERAGE BY CAMPUS	$10,936	$16,965	$17,074	$22,598

TOTAL FISCAL YEAR 1977 W-2 TYPE FACULTY SALARIES

Table 6 on the next page shows the median and mean salaries paid to teaching and non-teaching faculty in each community college in Illinois for the entire fiscal year 1977 and includes all overloads and compensation for extra assignments. The non-teaching faculty includes counselors, curriculum specialists, and other professionals employed by colleges that are classified as faculty by the college in addition to the instructional faculty. These salaries are W-2 type salaries in that they include all salaries paid to the faculty during a given year. However, the data is obtained for a fiscal year starting July 1, 1976 to June 30, 1977 rather than for a calendar year as is the case with W-2 form salaries. The salaries shown on this page do represent total earnings of faculty and enable a comparison between academic year salaries and total salaries earned by faculty members.

The state average for total mean salaries paid to teaching faculty of $18,447 for 12 months is $1,625 more than the state average academic year (9 month) salaries paid to full-time teaching faculty. An analysis of total faculty salaries is important because some community colleges make an extra effort to insure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 5 below shows a summary of the W-2 type faculty salaries for fiscal year 1977.

TABLE 5

SUMMARY OF TOTAL FISCAL YEAR 1977 FACULTY SALARIES (W-2 TYPE SALARIES INCLUDE ALL OVERLOADS AND EXTRA ASSIGNMENTS)

	District Range Low	High	State Average*	State Median *
Teaching Faculty Median Salaries	$ 9,000 to	$24,661	$18,270	$17,667
Teaching Faculty Mean Salaries	$ 9,276 to	$24,078	$18,447	$17,899
Non-Teaching Faculty Median Salaries	$11,850 to	$28,090	$18,647	$18,100
Non-Teaching Faculty Mean Salaries	$11,850 to	$26,068	$18,571	$18,238

* State averages and median are for the 39 districts.

TABLE 6

TOTAL (W-2 TYPE) FISCAL YEAR SALARIES OF FULL-TIME FACULTY
IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FY1977

	TEACHING FACULTY MEDIAN	TEACHING FACULTY MEAN	NON-TEACHING FACULTY MEDIAN	NON-TEACHING FACULTY MEAN
501 KASKASKIA	$ 17,037	$ 17,453	$16,038	$ 16,380
502 DUPAGE	24,661	24,078	25,953	25,420
503 BLACK HAWK	17,237	17,689	16,991	17,173
50301 BLACK HAWK QC	17,898	18,151	16,989	17,875
50302 BLACK HAWK E.	14,911	15,075	16,500	16,561
504 TRITON	22,311	22,974	25,965	23,593
505 PARKLAND	17,530	17,607	17,484	17,754
506 SAUK VALLEY	17,664	17,809	16,245	15,649
507 DANVILLE	16,850	16,513	20,100	18,750
508 CHICAGO *	21,768	22,053	21,768	22,053
50801 KENNEDY-KING	20,040	19,724	21,040	21,362
50802 LOOP	22,714	25,231	24,094	23,432
50803 MALCOLM X	n/a	n/a	n/a	n/a
50804 TRUMAN	n/a	n/a	n/a	n/a
50805 OLIVE-HARVEY	20,040	19,908	12,040	12,540
50806 DALEY	22,140	22,466	25,264	24,048
50807 WILBUR WRIGHT	21,900	22,800	17,900	18,500
50808 SKILLS CENTER	12,250	12,048	--	--
50809 CITY WIDE COLL	17,370	17,810	--	--
509 ELGIN	18,522	18,855	17,225	16,852
510 THORNTON	22,738	22,721	21,525	21,762
511 ROCK VALLEY	20,420	20,904	20,968	19,711
512 HARPER	18,540	18,110	16,805	17,213
513 ILLINOIS VALLEY	18,258	19,401	18,717	19,103
514 ILLINOIS CENTRAL	20,141	18,524	n/a	n/a
515 PRAIRIE STATE	22,145	22,109	18,100	20,343
516 WAUBONSEE	19,232	19,426	18,906	18,906
517 LAKE LAND	17,607	17,899	18,786	18,104
518 CARL SANDBURG	15,203	16,069	17,827	18,310
519 HIGHLAND	18,734	18,418	n/a	n/a
520 KANKAKEE	13,942	13,600	17,396	16,848
521 REND LAKE	16,591	16,644	--	--
522 BELLEVILLE	24,154	23,566	28,090	26,068
523 KISHWAUKEE	15,920	15,922	15,201	15,420
524 MORAINE VALLEY	19,296	18,654	15,845	17,594
525 JOLIET	22,779	22,597	20,270	22,071
526 LINCOLN LAND	19,950	20,004	20,615	20,290
527 MORTON	21,581	20,441	18,804	18,611
528 MCHENRY	16,980	17,602	13,844	15,815
529 ILLINOIS EASTERN	15,215	15,575	--	--
52901 LINCOLN TRAIL	12,962	13,318	--	--
52902 OLNEY CENTRAL	15,260	15,718	--	--
52903 WABASH VALLEY	17,766	18,050	--	--
52904 COLLEGE CONT E	n/a	n/a	--	--
530 JOHN A. LOGAN	17,936	18,497	16,644	17,091
531 SHAWNEE	16,477	17,656	18,223	17,448
532 LAKE COUNTY	15,615	17,080	17,569	16,554
533 SOUTHEASTERN	17,133	16,791	16,925	16,187
534 SPOON RIVER	17,463	17,391	19,956	18,862
535 OAKTON	19,556	19,819	18,556	18,714
536 LEWIS AND CLARK	15,425	15,283	--	--
537 RICHLAND	15,200	15,777	17,822	18,238
539 JOHN WOOD	9,000	9,276	11,850	11,850
601 SCC, E ST LOUIS	15,720	15,662	16,768	16,862
STATE AVERAGE	18,270	18,447	18,647	18,571
STATE DISTRICT MEDIAN	$17,664	$17,899	$18,100	$18,238

* Based on Calendar Year : n/a = Data Not Available

PART-TIME FACULTY SALARY RATES

Table 8 on the next page shows the average part-time faculty salary rates per course semester credit hour by each community college. The first column shows the part-time faculty rate. This would be the rate paid to a part-time teacher to teach a night class at an extension center, for example. The second column shows the overload rate for the academic year. This rate represents the amount paid to a full-time faculty for teaching courses above the full-time load. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column shows the extra rate for full-time faculty for the summer term. These rates represent the amount received by faculty members for teaching a class during the summer term. It is important to point out that the community colleges have many different basis for determining part-time faculty rates as well as overload rates. For example, some colleges pay flat rate per course or a flat rate per term while other colleges base their rates on contact hours or credit hours. In addition, many of the colleges overload rates for full-time faculty are based on a percentage of that faculty member's actual salary. Hence, although table 8 on the next page shows the rates per course semester credit hour, this is not the basis for many of the rates shown, but is simply a method of reporting so that comparable data can be obtained for each college. It must be realized, however, that much of the data reported had to be averaged and estimated for each college. It must be pointed out that this is the first year for collecting this data in the salary survey and, hence, may be subject to some misinterpretations.

Table 7 below shows a summary of the part-time faculty and overload salary rates in Illinois public community colleges during FY1978.

TABLE 7

STATE SUMMARY OF PART-TIME FACULTY AND OVERLOAD SALARY RATES PER COURSE SEMESTER CREDIT HOUR IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1977-78

	Lowest	Median*	Mean*	Highest
Part-Time Faculty Rates	$ 177	$ 225	$ 238	$ 593
Overload Rates (Academic Yr.)	$ 180	$ 300	$ 362	$ 696
Summer Term Rates	$ 180	$ 377	$ 424	$ 890

* Median or Mean of All Colleges That Reported

For a more detailed description about the part-time faculty salary rates, as well as the overload salary rates for each community college, see Appendix A of this report.

TABLE 8

AVERAGE PART-TIME FACULTY SALARY RATES PER SEMESTER CREDIT HOUR IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	PART-TIME FACULTY RATE	OVERLOAD RATE FOR ACADEMIC YEAR	RATE FOR SUMMER TERM
501 KASKASKIA	$ 225	$ 300	$ 300
502 DUPAGE	219	223	594
503 BLACK HAWK	231	250	250
50301 BLACK HAWK QC	234	250	n/a
50302 BLACK HAWK E.	215	250	n/a
504 TRITON	279	387	399
505 PARKLAND	312	312	337
506 SAUK VALLEY	225	225	350
507 DANVILLE	225	225	225
508 CHICAGO	*	*	*
50801 KENNEDY-KING	200	593	790
50802 LOOP	267	688	815
50803 MALCOLM X	n/a	527	700
50804 TRUMAN	200	683	824
50805 OLIVE-HARVEY	393	696	890
50806 DALEY	267	677	754
50807 WILBUR WRIGHT	233	685	800
50808 SKILLS CENTER	--	--	--
50809 CITY WIDE COLL	215	530	650
509 ELGIN	255	358	--
510 THORNTON	240	420	420
511 ROCK VALLEY	217	355	490
512 HARPER	250	283	213
513 ILLINOIS VALLEY	300	300	300
514 ILLINOIS CENTRAL	200	n/a	501
515 PRAIRIE STATE	238	290	240
516 WAUBONSEE	180	180	180
517 LAKE LAND	225	225	225
518 CARL SANDBURG	203	203	203
519 HIGHLAND	177	213	325
520 KANKAKEE	220	228	n/a
521 REND LAKE	234	187	--
522 BELLEVILLE	200	450	475
523 KISHWAUKEE	192	441	377
524 MORAINE VALLEY	257	401	372
525 JOLIET	215	277	280
526 LINCOLN LAND	284	284	384
527 MORTON	225	225	225
528 MCHENRY	233	233	534
529 ILLINOIS EASTERN	*	*	*
52901 LINCOLN TRAIL	188	*	330
52902 OLNEY CENTRAL	180	428	338
52903 WABASH VALLEY	180	*	n/a
52904 COLLEGE CONT E	188	n/a	n/a
530 JOHN A. LOGAN	300	352	459
531 SHAWNEE	200	414	264
532 LAKE COUNTY	250	300	402
533 SOUTHEASTERN	250	250	250
534 SPOON RIVER	184	520	520
535 OAKTON	300	300	300
536 LEWIS AND CLARK	225	250	250
537 RICHLAND	270	280	380
539 JOHN WOOD	200	200	200
601 SCC, E ST LOUIS	287	350	350
STATE AVERAGE	$ 238	$ 362	$ 424

n/a = not applicable
* varies by campus

1977-78 ACADEMIC YEAR CONTRACTUAL SALARIES PAID TO NON-TEACHING FACULTY

Table 10 shows the lowest, mean, median, and highest academic year contractual salaries paid to full-time teaching and non-teaching faculty at each community college in Illinois. The non-teaching faculty includes counselors, curriculum specialists, and other professionals employed by the colleges that are classified as faculty by the college in addition to the instructional (teaching) faculty members.

The lowest salaries represent the lowest base salary actually paid to a full-time non-teaching faculty member at each of the community colleges and are different from salary schedule salaries which are reported in Tables 14 and 16 of this report. The high salaries represent the highest salary actually paid to a full-time non-teaching faculty member for an academic year (9 months) at each of the colleges. The mean (average) salaries represent the arithmeitc average of all full-time non-teaching faculty salaries at each college district. The median salary is the one which is in the middle of the range (an equal number of salaries both lower and higher than this salary) at each college. The state average of the mean non-teaching faculty salaries at the 39 college districts was $17,329, while the state average for the 51 college campuses was $17,745. These average salaries paid to non-teaching faculty are slightly higher than the average salaries paid to teaching faculty. Actual salaries paid to teaching faculty are shown in Table 4 on page 7.

Table 9 below shows a summary of the salaries paid non-teaching faculty in Illinois public community colleges.

TABLE 9

SUMMARY OF 1977-78 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO NON-TEACHING FACULTY AT PUBLIC COMMUNITY COLLEGE OF ILLINOIS

	STATE AVERAGE* 39 College Districts	STATE AVERAGE* 51 College Campuses
Lowest Salaries	$12,925	$13,184
Mean Salaries	$17,329	$17,745
Median Salaries	$17,422	$18,018
Highest Salaries	$21,192	$21,662

* State averages were calculated by taking the arithmetic average of the data reported for all of the colleges.

TABLE 10

SALARIES PAID TO FULL-TIME NON-TEACHING FACULTY IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR ACADEMIC YEAR 1977-78

	LOW	MEAN	MEDIAN	HIGH
501 KASKASKIA	$ 15,000	$ 16,710	$ 16,000	$18,420
502 DUPAGE	12,480	22,329	22,617	27,511
503 BLACK HAWK	13,695	17,406	17,172	21,229
50301 BLACK HAWK QC	13,695	17,619	17,934	21,229
50302 BLACK HAWK E.	15,629	17,193	17,375	18,575
504 TRITON	13,491	21,489	22,261	28,395
505 PARKLAND	15,100	18,536	18,034	23,842
506 SAUK VALLEY	11,775	13,639	12,525	16,800
507 DANVILLE	10,800	16,584	17,100	18,330
508 CHICAGO	11,290	20,129	19,040	28,040
50801 KENNEDY-KING	17,050	21,907	25,040	26,540
50802 LOOP	13,900	21,835	22,540	27,040
50803 MALCOLM X	13,900	19,820	20,540	26,040
50804 TRUMAN	11,640	21,087	21,500	28,040
50805 OLIVE-HARVEY	18,540	21,707	25,040	25,040
50806 DALEY	12,340	19,551	20,540	26,040
50807 WILBUR WRIGHT	11,500	18,200	17,600	25,100
50808 SKILLS CENTER	11,100	12,729	12,507	14,924
50809 CITY WIDE COLL *	--	--	--	--
509 ELGIN	13,900	18,593	18,718	26,035
510 THORNTON	13,211	18,264	19,334	23,176
511 ROCK VALLEY	13,032	17,793	17,352	22,212
512 HARPER	12,388	18,506	18,727	28,250
513 ILLINOIS VALLEY	18,730	20,250	19,680	20,630
514 ILLINOIS CENTRAL *	--	--	--	--
515 PRAIRIE STATE	12,575	18,386	16,615	24,135
516 WAUBONSEE	19,695	21,166	21,166	22,637
517 LAKE LAND	10,992	16,059	16,483	18,658
518 CARL SANDBURG	12,880	15,990	17,470	17,620
519 HIGHLAND *	--	--	--	--
520 KANKAKEE	9,731	18,912	19,799	19,800
521 REND LAKE *	--	--	--	--
522 BELLEVILLE	13,395	19,873	18,323	27,214
523 KISHWAUKEE	10,400	12,448	11,675	16,200
524 MORAINE VALLEY	10,880	15,201	14,233	20,515
525 JOLIET	14,972	20,209	21,375	24,367
526 LINCOLN LAND	14,300	19,776	20,063	22,601
527 MORTON	14,697	19,176	19,627	22,754
528 MCHENRY	11,179	13,699	13,663	16,090
529 ILLINOIS EASTERN *	--	--	--	--
52901 LINCOLN TRAIL *	--	--	--	--
52902 OLNEY CENTRAL *	--	--	--	--
52903 WABASH VALLEY *	--	--	--	--
52904 COLLEGE CONT E *	--	--	--	--
530 JOHN A. LOGAN	9,000	12,937	13,050	15,319
531 SHAWNEE	10,988	14,081	15,150	15,750
532 LAKE COUNTY	11,582	18,264	18,272	23,379
533 SOUTHEASTERN	13,000	16,506	16,938	19,150
534 SPOON RIVER	12,559	16,838	17,458	20,506
535 OAKTON	15,190	16,520	16,903	17,820
536 LEWIS AND CLARK *	--	--	--	--
537 RICHLAND	12,185	15,222	15,458	19,640
539 JOHN WOOD	10,875	11,850	11,850	12,825
601 SCC, EAST LOUIS	13,467	17,808	18,233	20,667
DISTRICT AVERAGE	$ 12,925	$ 17,329	$17,422	$ 21,192
CAMPUS AVERAGE	$ 13,184	$ 17,745	$18,018	$ 21,662

* Colleges did not report any non-teaching faculty.

MEAN SALARIES PER AVERAGE YEARLY COURSE SEMESTER HOURS, WEEKLY CLASS CONTACT HOURS, ACADEMIC MONTH, AND PERCENT INCREASE RECEIVED BY CONTINUING FACULTY

Table 12 on the opposite page shows the mean salaries for each community college by course semester credit hour, course contact hour, and academic month. This analysis was obtained by dividing the annual course semester hours, twice the weekly class contact hours, and length of an academic year in months into the mean salary paid to full-time teaching faculty. This analysis shows the mean salaries paid by each of the community colleges for a comparable unit.

The state average mean salary per course semester hour was $564 but this salary ranged from $400 to $812 at the various community colleges. The state average salary per weekly class contact hour was $531 while the state average mean salary for full-time teaching faculty per academic month was $1,890.

The percent salary increase for continuing faculty members was designed to show the percent salary increase without the distortion created by the hiring of new faculty members and the retiring of faculty members with long tenure. The colleges were asked to report the percent salary increase for those faculty employed both last year and this year. The percent salary increases reported ranged from +1.5% to +11.7% and averaged +6.0% at the thirty-nine community college districts.

Table 11 below shows a summary of the analysis of mean salaries per course semester hour, weekly class contact hour, and academic month.

TABLE 11

SUMMARY OF 1977-78 MEAN SALARIES PAID FULL-TIME TEACHING FACULTY PER YEARLY COURSE SEMESTER HOUR, WEEKLY CLASS CONTACT HOUR, ACADEMIC MONTH, AND PERCENT SALARY INCREASE FOR CONTINUING FACULTY

	RANGE Low - High	STATE AVERAGE *
Average Salary Per Course Semester Credit Hour	$400 to $812	$564
Average Salary Per Course Contact Hour	$393 to $812	$531
Average Salary Per Academic Month	$1396 to $2499	$1890
Average Percent Salary Increase For Continuing Faculty	+1.5% to +11.7%	+6.0%

*State average was computed by finding the arithmetic average of the data obtained for each college.

TABLE 12

MEAN SALARIES FOR FULL-TIME TEACHING FACULTY PER YEARLY COURSE SEMESTER HOUR, WEEKLY CLASS CONTACT HOUR, AND ACADEMIC MONTH FOR 1977-78

	MEAN SALARY	SALARY PER AVERAGE COURSE SEMESTER HOUR	SALARY PER AVERAGE COURSE CONTACT HOUR	SALARY PER ACADEMIC MONTH	PERCENT SALARY INCREASE OF CONTINUING FACULTY
501 KASKASKIA	$15,978	$ 533	$ 444	$ 1,775	5.7%
502 DUPAGE	21,620	721	721	2,402	6.6%
503 BLACK HAWK	17,353	578	482	1,928	3.5%
504 TRITON	20,094	670	670	2,233	8.5%
505 PARKLAND	16,589	638	518	1,843	6.3%
506 SAUK VALLEY	16,087	503	503	1,787	3.8%
507 DANVILLE	16,137	504	425	1,793	6.9%
508 CHICAGO	20,129	812	812	2,237	2.0%
509 ELGIN	17,878	559	497	1,986	6.0%
510 THORNTON	19,745	658	658	2,499	6.3%
511 ROCK VALLEY	17,352	578	578	1,928	5.2%
512 HARPER	18,723	624	624	1,920	1.5%
513 ILLINOIS VALLEY	18,177	606	606	2,020	6.2%
514 ILLINOIS CENTRAL	17,453	582	513	1,939	11.7%
515 PRAIRIE STATE	19,021	634	634	2,113	5.0%
516 WAUBONSEE	17,832	594	594	1,981	5.3%
517 LAKE LAND	15,647	489	489	1,739	2.8%
518 CARL SANDBURG	14,710	460	460	1,634	7.0%
519 HIGHLAND	17,271	540	540	1,919	6.6%
520 KANKAKEE	14,000	400	438	1,400	5.0%
521 REND LAKE	15,276	518	424	1,797	7.1%
522 BELLEVILLE	19,641	655	655	2,182	6.6%
523 KISHWAUKEE	14,133	45[illegible]	393	1,570	5.0%
524 MORAINE VALLEY	16,270	581	581	1,859	6.0%
525 JOLIET	19,566	652	559	2,174	7.0%
526 LINCOLN LAND	18,289	572	572	2,119	5.0%
527 MORTON	19,824	661	661	2,203	5.4%
528 MCHENRY	16,019	534	534	1,780	7.9%
529 ILLINOIS EASTERN	14,400	450	450	1,600	5.1%
530 JOHN A. LOGAN	16,431	548	548	1,685	6.3%
531 SHAWNEE	13,243	414	368	1,396	7.5%
532 LAKE COUNTY	18,496	617	578	2,176	7.8%
533 SOUTHEASTERN	15,636	521	521	1,646	6.1%
534 SPOON RIVER	16,627	554	416	1,847	5.3%
535 OAKTON	17,803	574	593	1,978	8.0%
536 LEWIS AND CLARK	14,610	487	430	1,623	5.0%
537 RICHLAND	14,693	490	459	1,547	5.3%
539 JOHN WOOD	9,276	n/a	n/a	n/a	7.3%
601 SCC, E ST LOUIS	13,994	466	389	1,555	7.2%
STATE AVERAGE	$16,822	$ 564	$ 531	$1,890	6.0%

SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME TEACHING FACULTY WITH MASTERS DEGREE

Table 14 shows the 1977-78 salaries of the full-time teaching faculty with a Masters Degree at each community college in Illinois. The number of steps required on the schedule to achieve this salary is also shown. Since several colleges do not use the masters degree as a basis for determining position on a salary schedule, alternative but comparable ranges from their salary schedules based on faculty rank (beginning instructors column) were utilized. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid. Hence, this data is more appropriate for comparitive purposes because it is not distorted by the years of experience of the faculty.

The range of salaries for each category at the thirty-nine community college districts as well as the mean salary for each category are shown in Table 13 below.

TABLE 13

SUMMARY OF SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH MASTERS DEGREE IN PUBLIC COMMUNITY COLLEGES OF ILLINOIS FOR 1977-78 ACADEMIC YEAR

SALARY SCHEDULE CATEGORIES	DISTRICT RANGE Low	DISTRICT RANGE High	STATE MEDIAN	STATE AVERAGE
Masters Degree, Plus Zero Hours (No Experience)	$9,000	$13,395	$11,200	$11,193
Masters Degree, Plus Zero Hours (5 Years Experience)	$11,500	$15,883	$13,170	$13,399
Master Degree, Maximum Hours (5 Years Experience)	$12,670	$19,250	$15,871	$15,884
Masters Degree, Maximum Hours (Highest Salary)	$16,767	$28,250	$21,729	$22,043

* State average and median salaries are calculated by using the data for the 39 college districts in each category.

TABLE 14

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH MASTERS DEGREE IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR 1977-78

	MASTERS DEGREE + ZERO HOURS NO EXPERIENCE	MASTERS DEGREE + ZERO HOURS 5 YEARS EXPERIENCE	MASTERS DEGREE MAXIMUM HOURS [illegible] YEARS EXPERIENCE	MASTERS DEGREE MAXIMUM HOURS HIGHEST SALARY	MASTERS DEGREE MAXIMUM HOURS NUMBER OF STEP
501 KASKASKIA	$11,200	$13,100	$ 15,760	$ 21,030	20
502 DUPAGE	11,345	15,883	18,742	24,364	14
503 BLACK HAWK	12,000	13,019	16,764	16,764	11
504 TRITON	11,564	13,877	18,502	26,219	15
505 PARKLAND	9,000	11,500	13,500	23,000	n/a
506 SAUK VALLEY	10,750	12,525	19,250	23,450	n/a
507 DANVILLE	11,000	15,500	17,500	19,000	n/a
508 CHICAGO	11,290	13,040	13,040	28,049	n/a
509 ELGIN	n/a	n/a	n/a	n/a	n/a
510 THORNTON	11,945	14,48[illegible]	17,017	23,357	15
511 ROCK VALLEY	10,872	13,572	15,192	21,472	17
512 HARPER	12,550	13,250	15,100	28,250	n/a
513 ILLINOIS VALLEY	12,170	13,370	16,230	20,430	15
514 ILLINOIS CENTRAL	10,112	n/a	n/a	n/a	n/a
515 PRAIRIE STATE	11,735	14,035	16,885	23,205	16
516 WAUBONSEE	11,455	14,030	16,980	23,844	17
517 LAKE LAND	10,520	12,270	12,670	19,800	n/a
518 CARL SANDBURG	10,680	12,880	14,400	19,200	17
519 HIGHLAND	10,650	12,916	15,871	20,894	16
520 KANKAKEE	n/a	n/a	n/a	n/a	n/a
521 REND LAKE	10,500	12,600	15,540	20,580	18
522 BELLEVILLE	13,395	15,228	16,878	21,756	15
523 KISHWAUKEE	10,400	12,625	14,625	19,579	16
524 MORAINE VALLEY	10,880	n/a	n/a	23,595	n/a
525 JOLIET	12,761	15,691	18,982	24,347	19
526 LINCOLN LAND	11,360	13,810	16,015	22,376	15
527 MORTON	13,291	15,634	17,206	22,554	15
528 MCHENRY	n/a	n/a	n/a	n/a	n/a
529 ILLINOIS EASTERN	n/a	n/a	n/a	n/a	n/a
530 JOHN A. LOGAN	11,361	13,211	16,302	20,372	16
531 SHAWNEE	n/a	n/a	n/a	n/a	n/a
532 LAKE COUNTY	11,582	11,582	14,178	23,261	14
533 SOUTHEASTERN	10,900	12,650	14,925	19,375	17
534 SPOON RIVER	10,725	13,170	15,616	21,729	15
535 OAKTON	11,440	n/a	n/a	25,900	n/a
536 LEWIS AND CLARK	11,250	12,500	13,350	18,850	18
537 RICHLAND	10,740	12,000	15,000	18,615	n/a
539 JOHN WOOD	n/a	n/a	n/a	n/a	n/a
601 SCC, E ST LOUIS	10,000	12,560	14,500	19,500	15
STATE AVERAGE	$11,193	$13,399	$ 15,884	$ 22,043	16

SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE

Table 16 attempts to show the lowest salary, highest salary, and number of steps in the doctorate degree column of the 1977-78 salary schedule at each public community college in Illinois. For colleges that use rank as the basis for their salary schedule, the professor column was utilized. A few colleges do not require the doctorate degree for faculty to attain the highest salary while others do not have a column which is equivalent to the doctorate level.

A summary of the range of salaries and state average salaries for full-time faculty with doctorate degrees in the community colleges of Illinois are shown in table 15 below.

TABLE 15

SUMMARY OF SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE

	DISTRICT RANGE	STATE MEDIAN *	STATE AVERAGE *
Doctorate Degree Lowest Salary	$10,880 to $17,049	13,000	$13,805
Doctorate Degree Highest Salary	$19,000 to $29,231	23,379	$23,168
Doctorate Degree Number of Steps	11 to 25	16	16

* State average and median are for the 39 college districts.

TABLE 16

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1977-78

	DOCTORATE DEGREE LOWEST SALARY	DOCTORATE DEGREE HIGHEST SALARY	DOCTORATE DEGREE NUMBER STEPS SALARY SCHEDULE
501 KASKASKIA	$14,240	$ 21,840	21
502 DUPAGE	14,181	27,511	17
503 BLACK HAWK	17,049	24,370	11
504 TRITON	16,703	29,231	16
505 PARKLAND	12,000	23,000	n/a
506 SAUK VALLEY	n/a	23,650	n/a
507 DANVILLE	13,000	19,000	8
508 CHICAGO	11,290	28,040	n/a
509 ELGIN	n/a	n/a	n/a
510 THORNTON	15,115	23,991	15
511 ROCK VALLEY	13,572	22,752	18
512 HARPER	13,250	28,250	n/a
513 ILLINOIS VALLEY	14,470	20,630	13
514 ILLINOIS CENTRAL	n/a	23,790	n/a
515 PRAIRIE STATE	14,375	24,133	16
516 WAUBONSEE	14,204	24,428	17
517 LAKE LAND	n/a	n/a	n/a
518 CARL SANDBURG	12,500	19,300	17
519 HIGHLAND	14,196	21,485	16
520 KANKAKEE	n/a	n/a	n/a
521 REND LAKE	14,280	21,240	19
522 BELLEVILLE	15,459	23,957	15
523 KISHWAUKEE	12,500	20,075	16
524 MORAINE VALLEY	10,880	23,595	0
525 JOLIET	15,989	25,204	19
526 LINCOLN LAND	13,712	24,040	16
527 MORTON	14,614	23,464	15
528 MCHENRY	n/a	n/a	n/a
529 ILLINOIS EASTERN	n/a	n/a	n/a
530 JOHN A. LOGAN	14,893	20,813	16
531 SHAWNEE	n/a	n/a	0
532 LAKE COUNTY	14,696	23,379	13
533 SOUTHEASTERN	13,500	19,700	17
534 SPOON RIVER	13,782	22,340	15
535 OAKTON	11,440	25,900	n/a
536 LEWIS AND CLARK	12,250	20,800	25
537 RICHLAND	13,510	20,880	n/a
539 JOHN WOOD	n/a	n/a	n/a
601 ICC, E ST LOUIS	12,500	20,000	15
STATE AVERAGE	$13,805	$ 23,168	16

n/a = not applicable

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 18 on the next page shows the institutional policies at each public community college in Illinois which are related to faculty salaries and faculty contracts. These policies often have a considerable impact on the salaries presented elsewhere in this report. For example, the average weekly class contact hours per full-time instructional faculty has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Of the thirty-nine community colleges in Illinois, eleven have professional rank, although not all of these use rank as a criteria for salary determinations. Twenty-eight of the thirty-nine districts have faculty tenure, while eleven community colleges do not have faculty tenure. Twenty public community college districts in Illinois have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentation, working on curriculum development, and serving on college committees. Hence, although the state average number of required hours for the faculty is 28 per week, most faculty members spend over 40 hours per week on their full-time assignment.

TABLE 17

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1977-78

	RANGE	STATE AVERAGE
Average Yearly Credit Hours Required for Full-Time Teaching Faculty (Sem. Hrs.)	24.8 to 35	30
Average Weekly Class Contact Hours Required for Full-Time Teaching Faculty	12.4 to 24	16
Average Weekly Office Hours	0 to 20	7
Average Weekly Academic Advisory Hours	0 to 9	5
Length of Full-Time Academic Year Faculty Contract in Months	7.9 to 10	9

TABLE 18

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACT
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FALL 1977

Dist. No.	Community College	Average Yearly Semester Course Credit Hrs. Taught	Average Weekly Class Contact Hrs. Teaching	Average Weekly Office Hrs.	Average Weekly Academic Advising Hours	Faculty Rank	Is Rank A Basis For Salary Sched.	Length of Academic Year	Faculty Tenure	Length Of Probation	Has Master Contract	Multiple Year Contract
501	Kaskaskia	30	18	20	[illegible]	No	No	9 Mos.	Yes	4 Yrs.	No	No
502	DuPage	30	15	5	[illegible]	No	No	9 Mos.	Yes	3 Yrs.	No	No
503	Black Hawk	(30)*	(18)*	--	--	(Yes)	(Yes)	(9 Mos.)	(Yes)		(No)	(No)
504	Triton	30	15	5	0	No	No	9 Mos.	Yes	4 Yrs.	Yes	Yes
505	Parkland	24	16	5	n/a	No	No	9 Mos.	Yes	3 Yrs.	Yes	No
506	Sauk Valley	32	16	5	0	Yes	Yes	9 Mos.	Yes	3 Yrs.	Yes	No
507	Danville	32	19	9	0	No	No	9 Mos.	Yes	3 Yrs.	No	No
508	Chicago City	24.8	12.4	3		Yes	No	9 Mos.	Yes	3 Yrs.	Yes	No
509	Elgin	32	18	7	0	No	No	9 Mos.	Yes	3 Yrs.	No	No
510	Thornton	30	15	5	--	No	No	7.9 Mos.	Yes	3 Yrs.	Yes	Yes
511	Rock Valley	30	15	n/a	n/a	Yes	No	9 Mos.	Yes	8 Yrs.	No	No
512	William R. Harper	30	15	10	n/a	Yes	Yes	9.75 Mos.	Yes	5-6 Yrs.	No	No
513	Illinois Valley	30	15	5	5	No	No	9 Mos.	Yes	3 Yrs.	Yes	Yes
514	Illinois Central	30	17	5	5	Yes	Yes	9 Mos.	Yes	3-5 Yrs.	No	No
515	Prairie State	30	15	4	4	No	No	9 Mos.	Yes	3 Yrs.	Yes	Yes
516	Waubonsee	30	15	5	5	No	No	9 Mos.	Yes	3 Yrs.	Yes	No
517	Lake Land	32	16	14	5	No	No	9 Mos.	Yes	7 Yrs.	Yes	Yes
518	Carl Sandburg	32	16	5	0	No	No	9 Mos.	Yes	5 Yrs.	Yes	No
519	Highland	32	16	5	--	No	No	9 Mos.	No		Yes	No
520	Kankakee	35	16	10	0	No	No	10 Mos.	No		No	No
521	Rend Lake	29.5	18	10	2	No	No	8.5 Mos.	Yes	3-5 Yrs.	No	No
522	Belleville	30	15	10	--	No	No	9 Mos.	Yes	4 Yrs.	Yes	Yes
523	Kishwaukee	31	18	10	5	No	No	9 Mos.	No		Yes	No
524	Moraine Valley	28	14	4	0	Yes	Yes	8.75 Mos.	Yes	3-4 Yrs.	Yes	Yes
525	Joliet	30	17.5	5	Varies	No	No	9 Mos.	Yes	2 Yrs.	Yes	Yes
526	Lincoln Land	32	16	5	Varies	No	No	8.63 Mos.	Yes	4 Yrs.	No	No
527	Morton	30	15	5	0	No	No	9 Mos.	No **	**	Yes	Yes
528	McHenry	30	15	5	0	No	No	9 Mos.	No		Yes	No
529	Illinois Eastern	(32)	24 ****	7****	5****	(No)	(No)	(9 Mos.)	(Yes)	(5 Yrs.)	(No)	(No)
530	John A. Logan	30	15	10	1	No	No	9.75 Mos.	Yes	3 Yrs.	Yes	Yes
531	Shawnee	32	18	16	n/a	No	No	9.5 Mos.	No		No	No
532	Lake County	30	16	10	6	No	No	8.5 Mos.	Yes	3 Yrs.	Yes	No
533	Southeastern	30	15	10	5	No	No	9.5 Mos.	Yes	4 Yrs.	No	No
534	Spoon River	30	20	10	--	No	No	9 Mos.	No ***		No	No
535	Oakton	31	15 ****	5	--	Yes	No	9 Mos.	No		No	No
536	Lewis and Clark	30	17	10	--	Yes	Yes	9 Mos.	Yes	5 Yrs.	No	No
537	Richland	30	16	5	0	Yes	No	9.5 Mos.	No		No	No
539	John Wood	n/a	n/a	n/a	n/a	No	No	n/a	No		No	No
	SUBTOTALS											
601	[illegible] East St. Louis	30	18	5	5	No	No	9 Mos.	No		No	No
	STATE AVERAGE	30	16	7	5	10-Yes:29-No	6-Yes:33-No	9 Mos.	28-Yes:11-No	4 Yrs.	19-Yes:20-No	10-Yes:29-No

* This is only an estimate. The district uses instructional objectives to determine faculty load.

** Those faculty employed prior to August, 1977 receive tenure after a three-year probationary period. Those employed after August, 1977 will be on probation for 5 years & will be given a 5-year renewable contract if performance is satisfactory.

*** Prior to August, 1977 anyone having tenure retains such status but no one will receive tenure after that date.

**** Estimated Average for District

NUMBER OF INSTRUCTIONAL (TEACHING) FACULTY

Table 20 on the opposite page shows the number of teaching faculty members in each of the public community colleges of Illinois distributed by full-time and part-time and by sex. The total number of teaching faculty reported this year was 15,787 which is 1479 more that the 14,308 reported a year ago, which is an increase of over 10%. Almost all of this increase was in part-time faculty members, however. The number of full-time faculty members increased by only 74 from a year ago.

A full-time equivalent (FTE) faculty is locally defined by each college but in each case represents an expected full-time teaching load at that institution. Usually, the definition is based on a combination of course credit hours taught and classroom contact hours. The institutional definitions are shown in Table 18 on page 21. The total number of FTE faculty reported in the state during 1977-78 was 8,060.

Table 19 below shows a summary of the Fall 1977 instructional (teaching) faculty.

TABLE 19

SUMMARY OF FALL 1977 INSTRUCTIONAL FACULTY
IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	FULL-TIME		PART-TIME		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
Male	3245	65.1%	6575	60.9%	9020	62.2%
Female	1749	34.9%	4224	39.1%	5973	37.8%
Male and Female	4984	100.0%	10,803	100.0%	15,787	100.0%
Percent of Total	31.6%		68.4%		100.0%	

TABLE 20

NUMBER OF INSTRUCTIONAL (TEACHING) FACULTY MEMBERS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL TERM 1977

	FULL-TIME MALE	FULL-TIME FEMALE	FULL-TIME TOTAL	PART-TIME MALE	PART-TIME FEMALE	PART-TIME TOTAL	TOTAL FTE
501 KASKASKIA	36	14	50	41	49	90	70
502 DUPAGE	159	48	207	363	263	626	381
503 BLACK HAWK	101	52	153	104	91	195	188
50301 BLACK HAWK QC	84	46	130	74	48	122	160
50302 BLACK HAWK E.	17	6	23	30	43	73	28
504 TRITON	145	66	211	514	343	857	382
505 PARKLAND	80	68	148	131	65	196	210
506 SAUK VALLEY	42	17	59	45	59	104	87
507 DANVILLE	50	29	69	56	29	85	92
508 CHICAGO	861	509	1,370	1,165	1,035	2,200	2,179
50801 KENNEDY-KING	168	106	274	0	0	0	274
50802 LOOP	119	61	180	8	11	19	180
50803 MALCOLM X	91	80	171	17	12	29	195
50804 TRUMAN	83	51	134	0	0	0	134
50805 OLIVE-HARVEY	103	56	159	8	1	9	160
50806 DALEY	90	40	130	34	37	71	138
50807 WILBUR WRIGHT	149	46	195	10	1	11	213
50808 SKILLS CENTER	29	53	82	1,044	960	2,004	817
50809 CITY WIDE COLL	29	16	45	44	13	57	68
509 ELGIN	53	39	92	108	51	159	138
510 THORNTON	71	49	120	192	142	334	164
511 ROCK VALLEY	87	31	118	172	76	252	170
512 HARPER	116	63	179	356	264	620	258
513 ILLINOIS VALLEY	64	20	84	40	21	61	102
514 ILLINOIS CENTRAL	124	64	188	215	107	322	254
515 PRAIRIE STATE	57	36	93	234	95	329	171
516 WAUBONSEE	46	28	74	113	54	167	117
517 LAKE LAND	62	28	90	97	48	145	132
518 CARL SANDBURG	25	25	100	76	49	125	102
519 HIGHLAND	37	7	44	87	78	165	213
520 KANKAKEE	34	18	52	25	16	41	62
521 KEND LAKE	44	20	64	50	46	96	113
522 BELLEVILLE	97	37	134	373	178	551	281
523 KISHWAUKEE	41	18	59	92	63	155	94
524 MORAINE VALLEY	83	63	146	94	64	158	266
525 JOLIET	116	37	153	442	198	640	317
526 LINCOLN LAND	76	35	111	122	42	164	130
527 MORTON	40	26	66	58	21	79	105
528 MCHENRY	34	11	45	86	55	141	91
529 ILLINOIS EASTERN	92	40	132	332	219	551	251
52901 LINCOLN TRAIL	19	12	31	37	31	68	42
52902 OLNEY CENTRAL	32	12	44	39	34	73	64
52903 WABASH VALLEY	41	14	55	30	36	66	80
52904 COLLEGE CONT E	0	2	2	226	118	344	65
530 JOHN A. LOGAN	31	17	48	41	17	58	69
531 SHAWNEE	16	11	27	97	60	157	72
532 LAKE COUNTY	88	62	150	155	60	215	170
533 SOUTHEASTERN	22	11	33	15	15	30	41
534 SPOON RIVER	27	15	42	26	23	49	53
535 DANTON	72	54	126	227	139	366	272
536 LEWIS AND CLARK	49	41	90	129	33	162	92
537 RICHLAND	22	9	31	51	31	82	55
539 JOHN WOOD	3	7	10	33	22	55	20
SUBTOTAL	3,211	1,717	4,968	6,557	4,221	10,782	7,984
601 SCC, E ST LOUIS	34	32	66	18	3	21	76
TOTAL	3,245	1,749	5,034	6,575	4,224	10,803	8,060

NUMBER OF NON-TEACHING FACULTY MEMBERS IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 22 shows the number of non-teaching faculty members in each of the public community colleges of Illinois distributed by full-time and part-time employment and by sex. Non-teaching faculty includes counselors, curriculum coordinators, learning resource specialists and other professionals who are classified by the college as faculty (not as administrators) but who do not teach in the classroom. Full-time non-teaching faculty are ones that have a regular full-time contract. The total number of full-time and part-time non-teaching faculty members in the community colleges of Illinois during 1977-78 was 576 which is 17 less than the 593 non-teaching faculty reported during 1976-77.

A summary of the distribution of the Fall 1977 non-teaching faculty in Illinois public community colleges is shown in Table 21 below.

TABLE 21

SUMMARY OF FALL 1977 NON-TEACHING FACULTY IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	FULL-TIME		PART-TIME		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
Male	275	54.4%	79	61.7%	336	58.3%
Female	191	42.6%	49	38.3%	240	41.7%
Male & Female	448	100.0%	128	100.0%	576	100.0%
Percent of Total	77.8%		22.2%		100.0%	

TABLE 22

NUMBER OF NON-TEACHING FACULTY MEMBERS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL TERM 1977

	FULL-TIME MALE	FULL-TIME FEMALE	FULL-TIME TOTAL	PART-TIME MALE	PART-TIME FEMALE	PART-TIME TOTAL
501 KASKASKIA	1	1	2	0	0	0
502 DUPAGE	52	17	69	34	11	45
503 BLACK HAWK	4	2	6	0	6	6
50301 BLACK HAWK QC	1	2	3	6	0	0
50302 BLACK HAWK E.	3	0	3	0	4	4
504 TRITON	9	9	18	0	1	1
505 PARKLAND	8	3	11	1	5	6
506 ILLINOIS VALLEY	3	4	7	0	0	0
507 DANVILLE	7	5	12	0	0	0
508 CHICAGO	54	46	100	0	0	0
50801 KENNEDY-KING	5	10	15	0	0	0
50802 LOOP	9	6	15	0	0	0
50803 MALCOLM X	4	7	11	0	0	0
50804 TRUMAN	5	5	10	0	0	0
50805 OLIVE-HARVEY	8	4	12	0	0	0
50806 DALEY	8	3	11	0	0	0
50807 WILBUR WRIGHT	12	4	16	0	0	0
50808 SKILLS CENTER	3	7	10	0	0	0
50809 CITY WIDE COCL	0	0	0	0	0	0
509 ELGIN	4	4	8	0	0	0
510 THORNTON	6	6	12	1	0	1
511 ROCK VALLEY	7	4	11	0	0	0
512 HARPER	16	15	31	0	6	6
513 ILLINOIS VALLEY	3	2	5	0	0	0
514 ILLINOIS CENTRAL	0	0	0	0	0	0
515 PRAIRIE STATE	2	4	6	3	2	5
516 WAUBONSEE	0	2	2	0	2	2
517 LAKE LAND	7	3	10	10	0	10
518 CARL SANDBURG	2	2	4	0	0	0
519 HIGHLAND	0	0	0	0	0	0
520 KANKAKEE	11	4	15	0	0	0
521 REND LAKE	0	0	0	0	0	0
522 BELLEVILLE	4	5	9	0	0	0
523 KISHWAUKEE	3	3	6	6	3	9
524 MORAINE VALLEY	8	9	17	0	0	0
525 JOLIET	4	3	7	0	2	2
526 LINCOLN LAND	6	4	10	0	1	1
527 MORTON	2	2	4	0	0	0
528 MCHENRY	3	5	8	0	0	0
529 ILLINOIS EASTERN	0	0	0	0	0	0
52901 LINCOLN TRAIL	0	0	0	0	0	0
52902 OLNEY CENTRAL	0	0	0	0	0	0
52903 WABASH VALLEY	0	0	0	0	0	0
52904 COLLEGE CONT E	0	0	0	0	0	0
530 JOHN A. LOGAN	4	3	7	0	0	0
531 SHAWNEE	3	3	6	0	9	9
532 LAKE COUNTY	11	6	17	12	9	21
533 SOUTHEASTERN	2	2	4	2	0	2
534 SPOON RIVER	3	0	3	1	0	1
535 OAKTON	2	2	4	0	0	0
536 LEWIS AND CLARK	0	0	0	0	0	0
537 RICHLAND	4	3	7	1	1	2
539 JOHN WOOD	0	2	2	0	0	0
SUBTOTAL	255	185	440	79	49	128
601 SCC, E ST LOUIS	2	6	8	0	0	0
TOTAL	257	191	448	79	49	128

FACULTY ORGANIZATIONS IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 24 on the next page shows the faculty organizations that exist at each of the public community colleges of Illinois and the faculty organization or committee that is the recognized negotiating body for the faculty by the local board of trustees. The faculty organization recognized as the negotiating body for the faculty at most community colleges is the American Federation of Teachers (AFT). The board of trustees of fifteen community colleges do not recognize any faculty organization or committee as the official negotiating body for the faculty.

A summary of the involvement of each organization in the community college of Illinois is shown in Table 23 below. Three districts reported no faculty organization at their colleges, while fifteen community colleges did not recognize any faculty organization or committee as the official negotiating body for the faculty.

TABLE 23

SUMMARY OF INVOLVEMENT OF FACULTY ORGANIZATION IN THE COMMUNITY COLLEGE OF ILLINOIS

Organization	Number of Community College Districts in Which Each Faculty Organization Exists at the College	Is Recognized Negotiating Body
American Association of University Professors (AAUP)	7	1
Illinois Education Association (IEA)	12	5
American Federation of Teachers (AFT)	18	9
Local Faculty Association	4	1
Faculty Senate	12	4
Special Faculty Committee	7	3
College Council	10	1
None	3	15

TABLE 24

FACULTY ORGANIZATIONS IN ILLINOIS
PUBLIC COMMUNITY COLLEGES DURING 1977-78

Dist. No.	Community College	Exists at College (See Codes Below)	Recognized Negotiating Body
501	Kaskaskia	2	8
502	DuPage	1,2,3,4,5,6	8
503	Black Hawk	3,5,7	7
504	Triton	3,4,7	4
505	Parkland	4,5,6	6
506	Sauk Valley	2	2
507	Danville	2,5,6,7	8
508	Chicago City	3	3
509	Elgin	2	8
510	Thornton	3	8
511	Rock Valley	5,6	8
512	William R. Harper	3,5	5
513	Illinois Valley	3	3
514	Illinois Central	5	5
515	Prairie State	1,3	3
516	Waubonsee	3	3
517	Lake Land	2,3	2
518	Carl Sandburg	2	2
519	Highland	3,5	3
520	Kankakee	1,6	8
521	Rend Lake	3,6,7	6
522	Belleville	1	1
523	Kishwaukee	5	5
524	Moraine Valley	3	3
525	Joliet	3	3
526	Lincoln Land	1,2,3,7	8
527	Morton	3	3
528	McHenry	2	2
529	Illinois Eastern	7	8
530	John A. Logan	2,7	2
531	Shawnee	8	8
532	Lake County	1,3,7	3
533	Southeastern	1,2,4	8
534	Spoon River	2,5,6	6
535	Oakton	3,5	5
536	Lewis and Clark	8	8
537	Richland	7	8
539	John Wood	8	8
601	SCC, E. St. Louis	1,5,7	8

1 = Local AAUP Affiliated Faculty Association
2 = Local IEA Affiliated Faculty Association
3 = Local AFT Affiliated Faculty Association
4 = Local "Non-Affiliated" Faculty Association
5 = Faculty Senate
6 = Special Faculty Committee
7 = College Council which includes administrators and faculty
8 = None
9 = Other

SICK LEAVE POLICIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 25 on the following page presents the policies dealing with sick leave at the public community colleges in Illinois that is of concern to the State Universities Retirement System. It shows the number of sick days which would be accumulated after ten, twenty, and forty years of employement at each community college. The number of sick days range from a low of 90 to a high of 200 after ten years, from 100 to 300 after twenty years, and from 100 to 600 after forty years of employemnt. Sick leave is either measured in calendar or work days. Only one community college district measures sick leave by calendar days and six college districts pay for a portion of unused sick leave. The percent of unused sick leave which is subject to cash reimbursement at retirement at the four community college districts that paid for unused sick leave and reported the percentage for which they paid ranges from a low of 12% to a high of 40%. The payment for unused sick leave is made either in a lump sum at retirement or spread over a period of several months. It should be noted that the majority of colleges' sick leave policies remained constant from those reported during 1976-77. Only those colleges having changes from the previous year submitted new sick leave policies.

TABLE 15

SICK LEAVE POLICIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - 1977-78

Dist. No.	Community College	# of Sick Days After 10 Years	# of Sick Days After 20 Years	# of Sick Days After 40 Years	How is Sick Leave Measured (Calendar or Work Days)	Does Faculty Member Receive Pay For Unused Portion of Sick Leave	If Yes, Indicate % Unused Sick Leave After 10 Years	If Yes, Indicate % Unused Sick Leave After 20 Years	If Yes, Indicate % Unused Sick Leave After 40 Years
501	Kaskaskia	90	130	130	Work Days	Yes*			
502	DuPage	200	240	240	Work Days	No			
503	Black Hawk	(120)	(240)	(480)	(Work Days)	(No)			
	Black Hawk Q.C.	120	240	480	Work Days	No			
	Black Hawk East	120	240	480	Work Days	No			
504	Triton	160	170	170	Work Days	Yes	12%	12%	12%
505	Parkland	100	200	400	Work Days	No			
506	Sauk Valley	100	200	400	Work Days	No			
507	Danville	100	120	120	Work Days	No			
508	Chicago City	(120)	(240)	(480)	(Work Days)	(Yes)	**	**	**
	Kennedy-King	100	200	400	Work Days	Yes	**	**	**
	Loop	100	200	400	Work Days	Yes	**	**	**
	Malcolm X	100	200	400	Work Days	Yes	**	**	**
	Truman	100	200	400	Work Days	Yes	**	**	**
	Olive-Harvey	100	200	400	Work Days	Yes	**	**	**
	Southwest	100	200	400	Work Days	Yes	**	**	**
	Wilbur Wright	100	200	400	Work Days	Yes	**	**	**
	Skills Center	120	240	480	Calendar Days	Yes	**	**	**
	City Wide Coll.	100	200	400	Work Days	Yes	**	**	**
509	Elgin	100	200	400	Calendar Days	No			
510	Thornton	124	204	204	Work Days	No			
511	Rock Valley	150	300	600	Work Days	No			
512	William R. Harper	110	180	180	Work Days	No			
513	Illinois Valley	105	205	405	Work Days	No			
514	Illinois Central	150	165	165	Work Days	No			
515	Prairie State	120	180	180	Work Days	No			
516	Waubonsee	125	125	125	Work Days	Yes	25%	25%	25%
517	Lake Land	130	130	130	Work Days	No			
518	Carl Sandburg	135	135	135	Work Days	No			
519	Highland	100	200	400	Work Days	No			
520	Kankakee	116	120	120	Work Days	No			
521	Rend Lake	120	150	150	Work Days	No			
522	Belleville	130	260	520	Work Days	Yes	****	****	****
523	Kishwaukee	150	180	180	Work Days	No			
524	Moraine Valley	110	180	180	Work Days	No			
525	Joliet	150	195	195	Work Days	No			
526	Lincoln Land	105	105	105	Work Days	No			
527	Morton	150	180	180	Work Days	No			
528	McHenry	100	166	166	Work Days	No			
529	Illinois Eastern	(125)	(180)	(180)	(Work Days)	(No)			
	Lincoln Trail	125	180	180	Work Days	No			
	Olney Central	125	180	180	Work Days	No			
	Wabash Valley	125	180	180	Work Days	No			
	Coll. w/out Walls	--	--	--	--	--	--	--	--
530	John A. Logan	100	100	100	Work Days	No			
531	Shawnee	120	360	480	Work Days	No			
532	Lake County	140	140	140	Work Days	No			
533	Southeastern	150	300	n/a	Work Days	Yes	40%	20%	n/a
534	Spoon River	135	135	135	Work Days	No			
535	Oakton	150	210	210	Work Days	No			
536	Lewis and Clark	100	100	100	Work Days	No			
537	Richland	100	200	300	Work Days	No			
539	John Wood	130	350	420	Work Days	No			
601	SCC, East St. Louis	100	200	400	Work Days	No			

*Payment is made for sick days over 150.
**A sliding scale of 45% to 50% from age 55 and over.

DISABILITY COVERAGE AND RETIREMENT POLICIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 26 on the opposite page shows the disability coverage and retirement policies at each of the public community colleges in Illinois which are in addition to the disability coverage provided by the State Universities Retirement System. Of the thirty-nine community college districts, nineteen provide disability insurance coverage to their employees while twenty colleges do not. Four college districts give separation pay, retirement pay, vacation pay or other compensation in addition to the normal contract salary when a faculty member retires from the college. The majority of the college districts (35) do not give any compensation in addition to the normal contract salary.. For those districts that give compensation, most pay it in a lump sum at retirement. In only one district was the amount paid over a period of time. It should be noted that the majority of colleges' disability coverage and retirement policies remained unchanged from those reported in 1976-77. Only those colleges having changes from the previous year submitted new disability coverage and retirement policies.

TABLE 26

DISABILITY COVERAGE AND RETIREMENT POLICIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - 1977-78

Dist. No.	Community College	Does College Provide Disability Insurance Coverage	Does Faculty Member Receive Separation, Retirement, Vacation Pay, or Any Compensation Other Than Salary	If Yes, How is Payment Made?
501	Kankakee	No	No	
502Q	DuPage	Yes	No	
503	Black Hawk	(Yes)	(Yes)	(Lump Sum)
	Black Hawk Q.C.	Yes	Yes	Lump Sum
	Black Hawk East	Yes	Yes	Lump Sum
504	Triton	Yes	No	
505Q	Parkland	Yes	No	
506	Sauk Valley	No	No	
507	Danville	Yes	Yes	Lump Sum
508	Chicago City	No	No	
	Kennedy-King	No	Yes	Lump Sum
	Loop	No	Yes	Lump Sum
	Malcolm X	No	Yes	Lump Sum
	Harry S. Truman	No	No	
	Olive Harvey	No	Yes	Lump Sum
	R. J. Daley	No	Yes	Lump Sum
	Wilbur Wright	No	Yes	Lump Sum
	Skills Center	Yes	Yes	Lump Sum
	City-Wide Inst.	No	Yes	Lump Sum
509	Elgin	Yes	No	
510	Thornton	Yes	No	
511	Rock Valley	No	No	
512	Wm. Rainey Harper	Yes	No	
513	Illinois Valley	No	No	
514	Illinois Central	Yes	No	
515	Prairie State	Yes	No	
516	Waubonsee	Yes	No	
517Q	Lake Land	No	No	
518Q	Carl Sandburg	No	No	
519	Highland	No	No	
520	Kankakee	Yes	No	
521	Rend Lake	No	No	
522	Belleville	Yes	No	
523	Kishwaukee	No	No	
524	Moraine Valley	Yes	No	
525	Joliet	No	Yes	Spread over a period of time
526Q	Lincoln Land	No	No	
527	Morton	No	No	
528	McHenry	No	No	
529Q	IL. Eastern	(No)	(No)	
Q	Lincoln Trail	No	No	
Q	Olney Central	No	No	
Q	Wabash Valley	No	No	
	Coll. Cont. Ed.	—	—	
530	John A. Logan	No	No	
531	Shawnee	Yes	No	
532	Lake County	No	No	
533	Southeastern	No	No	
534	Spoon River	No	No	
535	Oakton	Yes	No	
536	Lewis & Clark	Yes	No	
537Q	Richland	Yes	No	
539	John Wood	Yes	No	
601	SCC, E. St. Louis	No	Yes	Lump sum or annuity

SALARIES PAID TO TOP ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1977-78

Table 28 shows the full twelve month salaries paid to the top administrators in each of the public community colleges in Illinois during 1977-78. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the college district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college campus. Examples of chief campus administrators are the presidents at multi-campus institutions or executive vice-president for internal affairs at single campus colleges. Due to the various administrative organizations which exist at the colleges, often a particular position does not exist. Care must be taken to analyze the entire administrative structure before making comparisons between similar positions at two different colleges. In addition to the title and salary, the administrative level of each position was obtained which helps provide additional data about the position.

A summary of the salaries paid to top administrators in Illinois public community colleges during 1977-78 appears in Table 27 below.

TABLE 27

SUMMARY OF SALARIES PAID TO TOP ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1977-78

ADMINISTRATIVE POSITION	RANGE	STATE MEDIAN
Chief Executive of the District	$28,500 to $55,000	$38,500
Chief Campus Administrator	$21,050 to $45,000	$33,850
Chief Finance Officer	$15,000 to $38,000	$26,605
Chief Academic Officer	$14,625 to $38,550	$28,875
Cheif Bacc/Univ. Parallel Officer	$20,000 to $34,500	$25,040
Chief Occ/Career Educ. Officer	$17,300 to $38,100	$25,500
Chief Student Services Officer	$14,875 to $34,100	$24,700
Chief Pub/Comm. Service Officer	$10,700 to $33,100	$23,000
Director of Data Processing	$ 8,000 to $30,858	$22,100
Director of Research & Planning	$15,000 to $33,138	$23,648

TABLE 28

FISCAL YEAR (12 MONTH) SALARIES PAID TO TOP ADMINISTRATORS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1977-78

Dist. No.	Community College	EXECUTIVE OFFICER			CAMPUS ADMINISTRATOR			FINANCE OFFICER			ACADEMIC OFFICER			BACCALAUREATE/UNIVERSITY PARALLEL OFFICER		
		Salary	Years Experience	Level	Salary	Years Experience	Level	Salary	Years Experience	Level	Salary	Years Experience	Level	Salary	Years Experience	Level
501	Kaskaskia	$ 35,000	2	1	$			$ 24,960	16	2	$ 27,245	18	2	$		
502	Du Page	45,000	11	1				32,815	7	2	37,722	2	2			
503	Black Hawk	(39,000)		(1)				(34,075)	(9)	(2)						
	Black Hawk O.				32,520		2							27,700		3
	Black Hawk East				26,950	4	2				22,775	5	3			
504	Triton	40,000	3	1				38,000	4	2	37,000	1	2	34,500	8	3
505	Parkland	41,500	10	1				30,377	2	2	35,114	10	2			
506	Sauk Valley	35,000	6	1				31,200	12	2				26,000	5	2
507	Danville	33,000	6	1				22,000	1	2	27,000	4	2			
508	Chicago City	55,000	11	1	45,000	5	2	29,111	11	2	38,550	10	3			
	Kennedy-King				36,700	5		24,970	7		27,550	4		26,000	1	
	Loop				36,300	13	2	24,516	12	3	27,030	4	3			
	Malcolm X				32,000	1	2	25,160	5	3	26,470	1	3			
	Truman				35,350	1	2	25,105	7	3	31,930	10	3			
	Olive-Harvey				34,850	2	2	21,050	3		26,130	7				
	Richard J. Daley				36,700	7	2	20,050	4	3	28,175	4	3	25,040	3	3
	Wilbur Wright				37,900	12	2	20,000	3	3	32,000	2	3	25,000	10	4
	Skills Center				34,850	3	1	20,400	5	1						
	City Wide Coll.				33,850	2	1	19,000	0	3	27,500	2	3			
509	Elgin	37,500	2	1				31,244	3	2	28,800	0	2			
510	Thornton	38,400	4	1				32,552	4	2	33,900	10	2			
511	Rock Valley	40,000	9	1				26,992	4	3	28,875	7	2	24,548	1	3
512	William R. Harper	45,708	12	1				40,406	10	2	37,005	10	2			
513	Illinois Valley	42,000	3	1				31,750	4	2	31,200	3	2			
514	Illinois Central	40,000	2	1				28,300	5	2	27,015	1	2	29,395	1	2
515	Prairie State	41,000	3		31,000	3	1	33,000	3	1	37,000	6	1	22,200	2	2
516	Waubonsee	41,000	8	1	41,000	8	1	33,100	10	2	34,950	8	2	31,100	11	3
517	Lake Land	36,900	6	1	25,550	6	2	23,000	1	2				24,750	2	2
518	Carl Sandburg	34,500	1	1				26,505	7	2	30,000	1	2			
519	Highland	28,500	3	1				22,500	5	2	24,500	1	2			
520	Kankakee	39,900	1	1				29,000	1	2	28,000	1	2			
521	Rend Lake	34,000	2	1				26,000	7	2	26,000	1	2			
522	Belleville	38,750	3	1				34,100	1	2	34,100	1	2	33,300	10	3
523	Fishwaukee	35,000	10	1				21,500	9	2	29,211	7	2	24,610	5	3
524	Moraine Valley	36,500	4	1	33,355	4	2	25,855	4	2	30,870	5	3			
525	Joliet	42,000	6	1				30,418	2	2	31,000	1	2	28,000	1	3
526	Lincoln Land	40,500	10	1				31,500	10	2	31,500	9	2	23,240	7	3
527	Morton	39,200	6	1				30,800	4	2	30,900	2	2	20,000	3	3
528	McHenry	35,000	0	1							30,500	3	2			
529	Illinois Eastern	39,243	10	1				17,550	2	2	25,500	10	2			
	Lincoln Trail				29,000	9	2				20,000	1	3			
	Olney Central				26,000	1	2				20,000	2	3			
	Wabash Valley				25,000	2	2				20,500	2	3			
	Coll w/out Walls				23,500	9	2				14,625	2	3			
530	John A. Logan	30,000	3	1				27,128	3		28,600	1		22,640	3	
531	Shawnee	34,596	10	1				24,681	4	2	25,316	9	2			
532	Lake County	48,000	9	1				23,340	6	3	33,216	1	2			
533	Southeastern	34,700	4	1				24,700	8	2				24,700	4	2
534	Spoon River	34,500	0	1				31,642	9	2	31,642	7	2			
535	Oakton	38,500	8	1				31,620	6	2	35,010	8	2			
536	Lewis and Clark	37,000	4	1				27,516	1	2	30,468	5	2			
537	Richland	38,990	5	1				26,605	2	3	28,170	2	2			
539	John Wood	33,000	3	1				15,000	1	2	26,900	3	2			
	SUBTOTALS															
601	SCC, East St. Louis	35,500	2	1				22,980	1	2	26,000	1	2			
	STATE AVERAGE	$38,305			$32,919			$27,129			$29,197			$26,262		
	STATE MEDIANS	$38,500			$33,850			$26,605			$28,875			$25,040		

TABLE 28 (CONTINUED)

FISCAL YEAR (12 MONTH) SALARIES PAID TO TOP ADMINISTRATORS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1977-78

Dist. No.	Community College	OCCUPATIONAL/CAREER-EDUCATION OFFICER			STUDENT SERVICES OFFICER			PUBLIC COMMUNITY SERVICE OFFICER			DIRECTOR OF DATA PROCESSING			DIRECTOR OF RESEARCH AND PLANNING		
		Salary	Years Experience	Level	Salary	Years Experience	Level	Salary	Years Experience	Level	Salary	Years Experience	Level	Salary	Years Experience	Level
501	Kaskaskia	$21,329	1	2	$24,100	11	2	$20,950	8	3	$21,250	1	3	$ 19,845	2	3
502	DuPage	31,673	2	3	31,673	6	3	30,978	2	3	27,845	5	3	31,673	10	3
503	Black Hawk															
	Black Hawk Q	25,825	1	3				27,950	9	3	23,191	1	3			
	Black Hawk East				19,925	4	3									
504	Triton										31,500	5	3	21,600	2	2
505	Parkland	28,070	10	3	30,377	6	2				17,157	4	3	25,100	7	2
506	Sauk Valley	25,500	4	2	24,800	6	2	20,860	4	3	20,700	7				
507	Danville				26,500	12	2	22,000	5	3				26,500	9	2
508	Chicago City	38,100	7	3	27,500	4	3	28,441	10	3	26,850	3	3	32,350	11	4
	Kennedy-King	20,000	0		24,000	1		17,000	1							
	Loop	25,250	3	4	26,740	7	3									
	Malcolm X	20,000	1	4	18,625	2	3	16,100	0	3						
	Truman	28,400	9	3	25,375	7	3							18,240	3	3
	Olive-Harvey	20,000	0		24,000	2								15,000	1	
	Richard J. Daley				23,665	5	3							20,240	3	3
	Wilbur Wright	25,000	10	4	17,500	4	1									
	Skills Center	20,830	4	1												
	City Wide Coll.	30,250	2	2	20,000	1	3	30,700	2	2						
509	Elgin				31,350	10	2	24,408	3	3	24,265	1	3	25,000	0	3
510	Thornton	27,770	0	3	31,452	5	2	26,970	0	3	23,808	3	3	25,200	12	2
511	Rock Valley	27,015	3	3	22,360	1	3	29,742		3	21,092	5	4	23,648	9	4
512	William R. Harper	25,497	7	3	36,634	6	2	21,278	0	2	30,858	4	3	28,052	8	3
513	Illinois Valley	25,700	3	3	25,500	1	2				23,700	3	2			
514	Illinois Central	26,327	1	2	26,865	5	2				20,100	1	3			
515	Prairie State	28,200	10	2	30,000	3	1	26,000	3	2	22,000	7	2			
516	Waubonsee	31,100	11	3	33,100	11	2	33,100	8	2	26,275	8	2			
517	Lake Land	25,300	6	2	25,600	7	2	23,000	1	2	22,100	10	3			
518	Carl Sandburg	29,349	11	3	21,532	4	3	21,757	5	3	18,990	2	3			
519	Highland				26,600	12	2	23,900	10	2	15,750	1	3			
520	Kankakee				21,000	1	2	26,215	9	2				23,178	1	3
521	Rend Lake	21,000	8	3	22,500	3	2	26,600	3	2						
522	Belleville	33,300	9	3	36,100	3	2	32,036	7	3	22,500	8	4			
523	Kishwaukee	24,610	5	3	21,250	4	3	24,150	4	3	19,425	7	3			
524	Moraine Valley	23,400	4	4	27,540	4	3	19,690	10	2	26,185	6	3	25,584	10	3
525	Joliet	31,512	4	3				23,603	3	3	27,849	10	4	33,138	2	2
526	Lincoln Land	27,540	8	3	27,540	4	2	15,540	1	4	18,840	6	4			
527	Morton	17,300	2	3	27,600	2	2	20,000	1	3	21,900	2	3			
528	McHenry				23,100	4	3	24,700	6	3	23,500	9	3	26,000	6	2
529	Illinois Eastern													22,000	10	2
	Lincoln Trail				21,300	9	3	17,000	3	3						
	Olney Central				21,000	3	3	18,000	1	3						
	Wabash Valley				21,350	9	3	18,700	2	3						
	Coll w/out Walls				14,875	2	3									
530	John A. Logan	24,779	8		22,415	1		22,640	3					19,800	3	
531	Shawnee	24,681	7	2	24,681	7	2	22,050	1	2						
532	Lake County	26,800	1	3	32,568	5	2	18,780	1	4	24,708	4	3	31,632	8	2
533	Southeastern	24,700	9	2	24,700	5	2	17,000	2	3						
534	Spoon River	24,910	10	3	25,000	0	2	24,500	3	3	20,940	3	3			
535	Oakton	26,060	5	3	32,420	8	2	25,152	3	2	27,600	8	3			
536	Lewis and Clark	24,000	6	3	23,616	3	2	19,392	7	3	21,132	6	3	25,200	2	2
537	Richland	22,365	2	3	27,940	5	2	24,705	5	2				23,470	3	3
539	John Wood	17,900	3	2	24,500	3	2	12,800	2	3	8,000	1	4			
	SUBTOTALS															
601	SCC, East St. Louis				23,705	1	2	20,953	4	3	19,333	1	3			
	STATE MEAN SALARY	$25,929			$25,339			$23,033			$22,431			$24,567		
	STATE MEDIAN SALARY	$25,500			$24,700			$23,000			$22,100			$23,648		

APPENDIX A

PART-TIME FACULTY AND OVERLOAD RATES REPORTED BY COLLEGES

PART-TIME FACULTY SALARY RATES USED BY ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	Community College	
501	Kaskaskia	$8.00 to $20.50 Per Lecture Hour and $6.00 to $15.37 Per Lab Contact Hour
502	DuPage	$12.50/Hour First 3 Quarters of Teaching; $13.00/Hour (4th, 5th and 6th Quarters of Teaching); $13.50/Hour After 6 Quarters of Teaching
503	Black Hawk	n/a
	Black Hawk O.C.	$215-Instructors; $230-Assistant Professor; $240-Associate Professor; $250-Professor
	Black Hawk East	$215 - $250/Credit Hour
504	Triton	$13/Hour - 221/Per Contact Hour
505	Parkland	$312 Per Contact Hour; $936 Per Three-Credit Course
506	Sauk Valley	$200, $225, $250 Per Credit Hour
507	Danville	$225 Per Equated Sem. Cr. Hr. (Baccalaureate & Occupational) & $144 Per Equated Sem. Cr. Hr. For General Studies & Community Ed.
508	Chicago City	n/a
	Kennedy-King	$600 to $1000 Per 3 Hour Course
	Loop	$600 to $1000 Per 3 Hour Course
	Malcolm X	$600 to $1000 Per 3 Hour Course
	Truman	$600 to $1000 Per 3 Hour Course
	Olive-Harvey	$600 to $1000 Per 3 Hour Course
	Southwest	$600 to $1000 Per 3 Hour Course
	Wilbur Wright	$600 to $1000 Per 3 Hour Course
	Skills Center	$6.00 and $8.00 Per Hour
	City Wide Coll.	$600 to $1000 Per 3 Hour Course
509	Elgin	$15.94 Per Contact Hour
510	Thornton	$240/Credit Hour for 1st 8 Semester; Then $250/Credit Hour; Overloads Average $1260/3 Credit Hour Course
511	Rock Valley	$150 - $267/Contact Hour (Excluding ACE)
512	William R. Harper	$650 - $950/3 Hour Credit Course Per Semester
513	Illinois Valley	$300 Per Equated Semester Hour
514	Illinois Central	$180 - $220
515	Prairie State	0-9 Years - $230/Equalized Semester Hour; 10-15 Years - $240/Equalized Semester Hour
516	Waubonsee	$10 Contact Hour - After 4 Semesters Increases to $11/Hour - After 8 Semesters Increases to $12/Hour
517	Lake Land	$150/Equated Quarter Hour
518	Carl Sandburg	$120/Quarter Hour; $135/Quarter Hour After 3 Quarter Exper.; $150/Quarter Hour After 6 Quarters Exper.
519	Highland	$165 - $225/Contact Hour
520	Kankakee	$220/Semester Hour
521	Rend Lake	$11.00/Contact Hour
522	Belleville	Less Than Masters $1.60 to $10.00; Masters + 0-29 - $12.00; Masters + 30 - $13.00; Earned Doctorate - $14.00
523	Kishwaukee	$12/Contact Hour
524	Moraine Valley	$225 to $300/Credit Hour
525	Joliet	$215/Semester Hour
526	Lincoln Land	$12/Contact Hour for General Studies; $15/Contact Hour for all Other
527	Morton	$15.00/Hour
528	McHenry	$11.50/Contact Hour for Lecture; $9.50/Contact Hour for Lab - Both Plus Potential Bonus
529	Illinois Eastern	n/a
	Lincoln Trail	$97.50 to $130/Contact Hour
	Olney Central	$97.50 to $130/Contact Hour
	Wabash Valley	$97.50 to $130/Quarter Hour
	Coll. w/out Walls	$97.50 to $130/Quarter Hour
530	John A. Logan	.024 x Placement on Extra Credit & Summer Salary Schedule or $250/Equated Hour Depending on Date of Hire
531	Shawnee	$200/Semester Hour
532	Lake County	$250/Credit Hour
533	Southeastern	$250/Semester Hour for Baccalaureate & Occupational; $11.00/Hour (Contact) for Community Education
534	Spoon River	$7.50 to $14.50/Contact Hour
535	Oakton	$12.00 - $15.00 Classroom Hour of Instruction
536	Lewis and Clark	$200 - $250/Credit Hour
537	Richland	$246, $283, $321/Per Equated Hour Depending on Rank
539	John Wood	Range $180 - $240 Credit Hour
	SUBTOTALS	
601	SCC, East St. Louis	$150 - $225/Quarter Hour
	STATE TOTALS	

FULL-TIME FACULTY OVERLOAD SALARY RATES USED BY THE COMMUNITY COLLEGES OF ILLINOIS

Dist. No.	Community College	OVERLOAD RATES FOR ACADEMIC YEAR	SUMMER TERM RATES
501	Kaskaskia	$8.00 to $20.50 Per Lecture Hour & $6.00 to $15.37 Per Lab Contact Hour	$3.00 Per Credit Hour
502	DuPage	$12.50/Hr. 1st 3 Qts. of Teaching; $15.00/Hr. Next 3 Qts. of Teaching; $13.50/Hr. After 6 Qts. Teaching	1/4 x Contracted Salary x Percentage of Load Taught
503	Black Hawk	n/a	n/a
	Black Hawk O.C.	$250.00 Per Credit Hour	n/a
	Black Hawk East	$250.00 Per Credit Hour	n/a
504	Triton	2% of Contract Per Credit Hour	2% of Contract Per Credit Hour
505	Parkland	$312 Per Contact Hour; $936 Per Three-Credit Course	$327 Per Contact Hour or $1011 Per Three-Credit Course
506	Sauk Valley	$200, $225, $250 Per Credit Hour	$325, $350, $375 Per Credit Hour
507	Danville	$225 Per Equated Semester Credit Hour	$225 Per Equated Semester Credit Hour
508	Chicago City		
	Kennedy-King	75% of a Prorata Portion of Base Pay	8/36th of Annual Salary for Teach. Equivalent of 6 Contact Hours
	Loop	75% of a Prorata Portion of Base Pay	8/36th of Annual Salary for Teach. Equivalent of 6 Contact Hours
	Malcolm X	75% of a Prorata Portion of Base Pay	8/36th of Annual Salary for Teach. Equivalent of 6 Contact Hours
	Truman	75% of a Prorata Portion of Base Pay	8/36th of Annual Salary for Teach. Equivalent of 6 Contact Hours
	Olive-Harvey	75% of a Prorata Portion of Base Pay	8/36th of Annual Salary for Teach. Equivalent of 6 Contact Hours
	Southwest	75% of a Prorata Portion of Base Pay	8/36th of Annual Salary for Teach. Equivalent of 6 Contact Hours
	Wilbur Wright	75% of a Prorata Portion of Base Pay	Regular Salary Rate for Summer Work
	Skills Center	n/a	n/a
	City Wide Coll.	75% of a Prorata Portion of Base Pay	Regular Salary Rate for Summer Work
509	Elgin	Either 1/32 of Annual Salary/Credit Hour or 1/40 Per Contact Hour	No Overload - $15.94 per Contact Hour
510	Thornton	$956 - $1412/Credit Hours	$956 - $1412/3 Credit Hours
511	Rock Valley	$199 - $475/Contact Hours	$267 - $635/Contact Hour
512	William R. Harper	$650 - $950/3 Hour Credit Course Per Semester	Salary x 8/36 x Hour/15 x 80%
513	Illinois Valley	$300 Per Equated Semester Hour	$300 Per Equated Semester Hour
514	Illinois Central	Teachers do not get extra pay for Overloads	.23 of Contract Salary
515	Prairie State	$258	$290
516	Waubonsee	$381.83/Semester Hour (1/30 x Masters Base)	Same as Academic Year
517	Lake Land	$150/Equated Quarter Hour	$150/Equated Quarter Hour
518	Carl Sandburg	$120/Qt. Hr; $135/Qt. Hr After 3 Qts. Experience; $150/Qt. Hr. After 6 Qts. Exper.	$120/Qt. Hr.; $135/Qt. Hr. After 3 Qts. Exper.;$150/Qt.Hr.After 6 Qts. Exper.
519	Highland	$213	$225
520	Kankakee	$228/Semester Hour of Overload	85% of 1/35 of Annual Salary for Each Credit Hour Taught
521	Rend Lake	$11.00/Contact Hour	None
522	Belleville	$200/Credit Hour	1/8 of Faculty Members Summer Contract Salary/Semester Hour
523	Kishwaukee	$12/Contact Hr. Over 18/Wk. or 1/32 of Contract Salary for Each Sem. Hr. Over 32	1/30 x Contract Salary x 80%/Semester Hour
524	Moraine Valley	$220 to $568/Credit Hour	$195 - $519/Credit Hour
525	Joliet	--	$280 Per Semester Hour
526	Lincoln Land	$15.75 / Contact Hour	$24.00/Contact Hour
527	Morton	$15.00 / Hour	$15.00/Hour
528	McHenry	$11.50/Contact Hour for Lecture; $9.50/Contact Hour for Lab	Prorata Share of Full-Time Cont. Amount of Previous Yr.Based on 2 x Normal % Load.
529	Illinois Eastern	n/a	n/a
	Lincoln Trail	$150/Quarter Hour for Volunteers-Non-Volunteers - 1/48 of Cont. to 6 Hours	1/48 of Contract to $225
	Olney Central	1/48 of Contract Salary	1/48 of Contract Salary/Quarter Hr. or $225/Quarter Hr. Maximum
	Wabash Valley	1/30 of Contract Salary	n/a
	Coll. w/out Walls	n/a	n/a
530	John A. Logan	.024 x Placement on Extra Credit & Summer Salary Schedule	.032 x Placement on Extra Credit & Summer Salary Schedule
531	Shawnee	$414.46	$265.50
532	Lake County	$300.00	.028 of Annual Salary for Preceding Yr. up Through 6 Equated Fac. Load Hrs. Taught
533	Southeastern	$250.00/Semester Hour	$250/Semester Hour
534	Spoon River	1/32 of Cont. Sal./Ave. of Cr. Hrs./Contact Hrs.(Transfer) 1/35 of Contr./Cont. Hr. (Vo-Tech.)	1/32 of 9 Month Contract Salary/Credit Hour
535	Oakton	$300.00/Credit Hour	$300
536	Lewis and Clark	$250.00/Hour	$250/Hr.
537	Richland	$246, $283, $321, $358/Equated Hour Depending on Rank	$332, $384, $436/Equated Hour Depending on Rank
539	John Wood	Range $180 - $240	$200
	SUBTOTALS		
601	SCC, East St. Louis	$175 - $225/Quarter Hour	$175 - $225/Quarter Hour
	STATE TOTALS		

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APPENDIX B

SURVEY INSTRUMENTS USED IN 1977-78 FACULTY
AND ADMINISTRATIVE SALARY SURVEY AND
FRINGE BENEFIT SURVEY

HIGHLIGHTS OF CHANGES IN THE PROPOSED FACULTY AND ADMINISTRATIVE SURVEY

As a result of the various suggestions that we have received from community college presidents, Research Advisory Council members and other persons interested in improving the faculty and administrative salary survey, and as a result of review and compromise, the following revisions in the survey instrument for 1977-78 are being implemented.

1. A fiscal year W-2 type salary for faculty members was added to the instrument. In the past, our survey instrument for faculty members showed academic year (9 months) base salary only. This new item will show total 12 month salaries of faculty members including overloads, summer term and compensation for extra assignments. See Item 8 on the salary survey.

2. An item was included to obtain information on part-time faculty salary rates. This item obtains information on both part-time faculty salaries and salaries paid to full-time faculty for teaching overloads. In addition, a conversion to a rate per course credit hour is obtained. See Item 9 on salary survey.

3. Two additional positions were added to the administrative salary survey. These two positions are director of data processing or equivalent and director of research and planning or equivalent. In addition the number of years in the position of administrators is being obtained. See Item 10 on the salary survey.

4. Excluded from this year's survey are the following items which were included in last year's salary survey.

   a. Information about who represents the board of trustees in faculty salary determinations,
   b. The items dealing with fringe benefits in the community colleges which are of concern to the State University Retirement System is being requested only if changes occurred since last year.

5. The survey instrument was prepared on two pages without reductions so that it would be typewriter ready.

PAGE(S) 38 WAS ~~(WERE) MISSING~~ (REMOVED) FROM THIS DOCUMENT PRIOR TO ITS BEING SUBMITTED TO THE ERIC DOCUMENT REPRODUCTION SERVICE.

"Instructions and Definitions for Completing the 1977-78 Faculty and Administrative Salary Survey" was deleted due to small size of type.

Illinois Community College Board

FACULTY AND ADMINISTRATIVE SALARY SURVEY OF ILLINOIS COMMUNITY COLLEGES FOR 1977-78

COLLEGE NAME _____ DISTRICT NO. _____

RESPONDENT'S NAME _____ TITLE _____

1. Please indicate the number of faculty employed for the Fall 1977 term. (Use counts based on faculty employed as of November 1, 1977.)

Full-Time Teaching Faculty	Male _____	Female _____	Total _____
Part-Time Teaching Faculty	Male _____	Female _____	Total _____
Full-Time Non-Teaching Faculty	Male _____	Female _____	Total _____
Part-Time Non-Teaching Faculty	Male _____	Female _____	Total _____

2. What is considered full-time instructional (teaching) faculty load for an academic year?
   a. Average yearly instructional course credit hours _____ (quarter or semester) _____
   b. Average weekly class contact hours _____
   c. Average weekly office hours _____
   d. Average weekly academic advising hours _____

3. What is the total number of FTE instructional teaching faculty for Fall 1977? _____

4. Please answer the following items about the present policies and practices of your colleg
   a. Does your college have professional rank? Yes ___ No ___
   b. If "yes", is rank used as a basis for your salary schedule? Yes ___ No ___
   c. What is the length of your academic year? Months _____ Weeks _____
   d. Does your college have faculty tenure? Yes ___ No ___ -Length of Probation ___ Y
   e. Does your college have a master contract with the faculty? Yes ___ No ___
   f. If "yes", is it a multiple-year contract? Yes ___ No ___ (Please include a copy of the contract with this survey.)

5. Based on 1977-78 academic year (9 months) ACTUAL CONTRACTED BASE salaries for full-time faculty, please indicate the following.

	Lowest Salary	Median Salary	Mean Salary	Highest Salar
Teaching Faculty	1. $_____	2. $_____	3. $_____	3. $_____
Non-Teaching Faculty	5. $_____	6. $_____	7. $_____	8. $_____

6. What was the percentage increase of faculty salaries from 1976-77 to 1977-78 for those faculty members that were employed during 1976-77 and 1977-78 only. Include both merit and increment increase for the academic year base salaries. Exclude new positions and new faculty in 1977-78, and also exclude faculty in 1976-77 that are no longer employed in 1977-78.

   a. Percent of salary increase _____%.

7. Indicate data for present (1977-78) academic year salary schedule for full-time faculty.
   a. Master's Degree plus zero hours, lowest salary with no experience. $ _____
   b. Master's Degree plus zero hours, with five years experience. $ _____
   c. Master's Degree plus maximum hours, with five years experience. $ _____
   d. Master's Degree plus maximum hours, maximum experience, highest salary. $ _____
   e. Number of steps in the "Master's Degree plus maximum hours" column _____
   f. Doctorate Degree, lowest salary $_____
   g. Doctorate Degree, highest salary $_____
   h. Number of steps, if applicable, in Doctorate column _____

8. Based on the previous FISCAL YEAR (July 1, 1976 to June 30, 1977) indicate the full 12 month total salaries including overloads, summer term and extra assignments (W-2 type salaries) for the following:

	Median Salary	Mean Salary
a. Full-Time Teaching Faculty	1. $_____	2. $_____
b. Full-Time Non-Teaching Faculty	3. $_____	3. $_____

9. Please indicate the salary rates used by your college for part-time faculty and for overloads taught by full-time faculty. (Complete the following items using average data or ranges and provide additional information if needed.)

a. Part-time faculty rates: _____

b. Average part-time faculty rate per course credit hour: _____

c. Overload rate for full-time faculty during academic year: _____

d. Average overload rate for full-time faculty per course credit hour during academic year: _____

e. Overload rate for full-time faculty summer term: _____

f. Average overload rate for full-time faculty per course credit hour during summer: _____

10. Please indicate the ACTUAL 12 month salary, the number of years in position, and circle the administrative level of the following chief administrators.

	Salary (12 Mo.)	# of Yrs. in Position	Level
a. Executive Officer	$_____	_____	1 2 3 4
b. Campus Administrator	$_____	_____	1 2 3 4
c. Finance Officer	$_____	_____	1 2 3 4
d. Academic Officer	$_____	_____	1 2 3 4
e. Bac/Univ. Parallel Officer	$_____	_____	1 2 3 4
f. Occu/Career Educ. Officer	$_____	_____	1 2 3 4
g. Student Services Officer	$_____	_____	1 2 3 4
h. Pub. Comm. Service Officer	$_____	_____	1 2 3 4
i. Dir. of Data Processing	$_____	_____	1 2 3 4
j. Dir. of Research & Planning	$_____	_____	

11. Please indicate which of the faculty organization(s) exist on campus and is/are the recognized negotiating body for the faculty. (Check as many as apply.)

	Exist at College	Recognized Negotiating Body
a. Local AAUP affiliated faculty association	_____	_____
b. Local IEA affiliated faculty association	_____	_____
c. Local AFT affiliated faculty association	_____	_____
d. Local "NON-AFFILIATED" faculty association	_____	_____
e. Faculty Senate	_____	_____
f. Special Faculty Committee	_____	_____
g. College council which includes administrators and faculty	_____	_____
h. None	_____	_____
i. Other: Please Specify _____	_____	_____

12. Complete the Fringe Benefit Survey only if any of the items were changed from last year (See attached Fringe Benefit Survey.)

Illinois Community College Board

FACULTY AND ADMINISTRATIVE SALARY SURVEY OF ILLINOIS COMMUNITY COLLEGES FOR 1977-78

(FRINGE BENEFIT SURVEY)

This fringe benefit survey deals with benefits which are of concern to the State Universities Retirement System and is not intended to be a survey which deals with all fringe benefits in use by the colleges.

1. How many days of sick leave, if any, would be accumulated (assuming none had been used) after the following years of employment?

   10 years _____ days; 20 years _____ days; 40 years _____ days

2. Is the sick leave in item #1 measured in calendar days or work days?

   Calendar days _____ Work days _____

3. Does a faculty member receive pay for any portion of his unused sick leave?

   Yes _____ No _____

   If your answer is yes, indicate the percent of the unused sick leave indicated in item #1 which would be subject to cash reimbursement at retirement and whether the payment is made in a lump sum at retirement or spread over a period of several months.

   10 years _____%; 20 years _____%; 40 years _____%

   Paid in a lump sum _____ Spread over _____ months

4. Does the college provide disability insurance coverage for its employees?

   Yes _____ No _____

   If yes, explain how this coverage fits with the State Universities Retirement System _____

   _____

5. When a faculty member retires, does he receive any separation pay, retirement pay, vacation pay or any compensation from the college in addition to his normal contract salary?

   Yes _____ No _____

   If your answer is yes, explain below the formula for calculating the payment and indicate whether the payment is made in a lump sum or spread over several months prior to retirement.

   Formula _____

   _____

   _____

   Paid in a lump sum _____ Spread over _____ months

College Name _____ 56

Due December 15, 1977

PUBLIC COMMUNITY COLLEGES IN ILLINOIS

BELLEVILLE AREA COLLEGE, 522
2500 Carlyle Road
Belleville, Illinois 62221
Phone: (618) 235-2700

BLACK HAWK COLLEGE (Q), 503
6600 - 34th Avenue
Moline, Illinois 61265
Phone: (309) 796-1311

BLACK HAWK COLLEGE EAST
P.O. Box 489
Kewanee, Illinois 61443
Phone: (309) 853-3381

CHICAGO, CITY COLLEGES OF, 508
180 North Michigan Avenue
Chicago, Illinois 60601
Phone: (312) 269-8000

CITY-WIDE COLLEGE
209 North Michigan Avenue
Chicago, Illinois 60601
Phone: (312) 977-2500

DALEY COLLEGE, RICHARD J.
7500 South Pulaski Road
Chicago, Illinois 60652
Phone: (312) 735-3000

KENNEDY-KING COLLEGE
6800 South Wentworth Ave.
Chicago, Illinois 60621
Phone: (312) 962-3200

LOOP COLLEGE
64 East Lake Street
Chicago, Illinois 60601
Phone: (312) 269-8000

MALCOLM X COLLEGE
1900 West Van Buren Street
Chicago, Illinois 60612
Phone: (312) 942-3000

OLIVE-HARVEY COLLEGE
10001 South Woodlawn Avenue
Chicago, Illinois 60628
Phone: (312) 568-3700

TRUMAN COLLEGE, HARRY S.
1145 W. Wilson Avenue
Chicago, Illinois 60640
Phone: (312) 878-1700

URBAN SKILLS INSTITUTE
3901 South State Street
Chicago, Illinois 60609
Phone: (312) 624-7300

WRIGHT COLLEGE, WILBUR
3400 North Austin Avenue
Chicago, Illinois 60634
Phone: (312) 777-7900

DANVILLE JUNIOR COLLEGE, 507
2000 East Main Street
Danville, Illinois 61832
Phone: (217) 443-1811

DUPAGE, COLLEGE OF, 502
Lambert Road & 22nd Street
Glen Ellyn, Illinois 60137
Phone: (312) 858-2800

ELGIN COMMUNITY COLLEGE, 509
1700 Spartan Drive
Elgin, Illinois 60120
Phone: (312) 697-1000

HARPER COLLEGE, WM. RAINEY, 512
Algonquin & Roselle Roads
Palatine, Illinois 60067
Phone: (312) 397-3000

HIGHLAND COMMUNITY COLLEGE, 519
Pearl City Road
Freeport, Illinois 61032
Phone: (815) 235-6121

ILLINOIS CENTRAL COLLEGE, 514
East Peoria,
Illinois 61635
Phone: (309) 694-5011

ILLINOIS EASTERN COMMUNITY COLLEGES, 529
233 East Chestnut Street
Olney, Illinois 62450
Phone: (618) 393-2982

COLLEGE OF CONTINUING EDUCATION
R.R. 1
Fairfield, Illinois 62837
Phone: (618) 842-3711

LINCOLN TRAIL COLLEGE
R.R. 3
Robinson, Illinois 62454
Phone: (618) 544-8657

OLNEY CENTRAL COLLEGE
305 North West Street
Olney, Illinois 62450
Phone: (618) 395-4351

WABASH VALLEY COLLEGE
2200 College Drive
Mt. Carmel, Illinois 62863
Phone: (618) 262-8641

ILLINOIS VALLEY COMMUNITY COLLEGE, 513
R.R. 1
Oglesby, Illinois 61348
Phone: (815) 224-6011

JOLIET JUNIOR COLLEGE, 525
1216 Houbolt Avenue
Joliet, Illinois 60436
Phone: (815) 729-9020

KANKAKEE COMMUNITY COLLEGE, 520
Box 888
Kankakee, Illinois 60901
Phone: (815) 933-9311

KASKASKIA COLLEGE, 501
Shattuc Road
Centralia, Illinois 62801
Phone: 618-532-1981

KISHWAUKEE COLLEGE, 523
Alt and Malta Road
Malta, Illinois 60150
Phone: (815) 825-2086

LAKE COUNTY, COLLEGE OF, 532
19351 West Washington Street
Grayslake, Illinois 60030
Phone: (312) 223-6601

LAKE LAND COLLEGE, 517
South Route 45
Mattoon, Illinois 61938
Phone: (217) 235-3131

LEWIS & CLARK COMMUNITY COLLEGE, 536
Godfrey Road
Godfrey, Illinois 62035
Phone: (618) 466-3411

LINCOLN LAND COMMUNITY COLLEGE 526
Shepherd Road
Springfield, Illinois 62708
Phone: (217) 786-2200

LOGAN COLLEGE, JOHN A., 530
Route 2
Carterville, Illinois 62918
Phone: (618) 985-3741

McHENRY COUNTY COLLEGE, 528
Route 14
Crystal Lake, Illinois 60014
Phone: (815) 455-3700

MORAINE VALLEY COMMUNITY COLLEGE 524
10900 S. 88th Ave.
Palos Hills, Illinois 60465
Phone: (312) 974-4300

MORTON COLLEGE, 527
3801 South Central Avenue
Cicero, Illinois 60650
Phone: (312) 656-8000

OAKTON COMMUNITY COLLEGE, 535
7900 North Nagle Avenue
Morton Grove, Illinois 60053
Phone: (312) 967-5120

PARKLAND COLLEGE, 505
2400 West Bradley Ave.
Champaign, Illinois 61820
Phone: (217) 351-2200

PRAIRIE STATE COLLEGE, 515
197th & Halsted Streets
Chicago Heights, Illinois 60411
Phone: (312) 756-3110

REND LAKE COLLEGE, 521
R.F.D. #1
Ina, Illinois 62846
Phone: (618) 437-5321

RICHLAND COMMUNITY COLLEGE, 537
100 North Water Street
Decatur, Illinois 62523
Phone: (217) 424-7200

ROCK VALLEY COLLEGE, 511
3301 North Mulford Road
Rockford, Illinois 61101
Phone: (815) 226-2600

SANDBURG COLLEGE, CARL, 518
P.O. Box 1407
Galesburg, Illinois 61401
Phone: (309) 344-2518

SAUK VALLEY COLLEGE, 506
Route 1
Dixon, Illinois 61021
Phone: (815) 288-5511

SHAWNEE COLLEGE, 531
Shawnee College Road
Ullin, Illinois 62992
Phone: (618) 634-2242

SOUTHEASTERN ILLINOIS COLLEGE, 533
R.R. 4, College Drive
Harrisburg, Illinois 62946
Phone: (618) 252-6376

SPOON RIVER COLLEGE, 534
R.R. 1
Canton, Illinois 61520
Phone: (309) 647-4645

STATE COMMUNITY COLLEGE OF
EAST ST. LOUIS
417 Missouri Avenue
East St. Louis, Illinois 62201
Phone: (618) 875-9100

THORNTON COMMUNITY COLLEGE, 510
15800 S. State Street
South Holland, Illinois 60473
Phone: (312) 596-2000

TRITON COLLEGE, 504
2000 Fifth Avenue
River Grove, Illinois 60171
Phone: (312) 456-0300

WAUBONSEE COMMUNITY COLLEGE, 516
Route 47 at Harter Road
Sugar Grove, Illinois 60554
Phone: (312) 466-4811

WOOD COMMUNITY COLLEGE, JOHN, 539
1919 North 18th
Quincy, Illinois 62301
Phone: (217) 224-6500

THE ILLINOIS COMMUNITY COLLEGE BOARD
518 Iles Park Place
Sixth St. at Ash St.
Springfield, Illinois 62718
(217) 782-2495

Governmental & Informational Service

January 1978

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APR 7 1978

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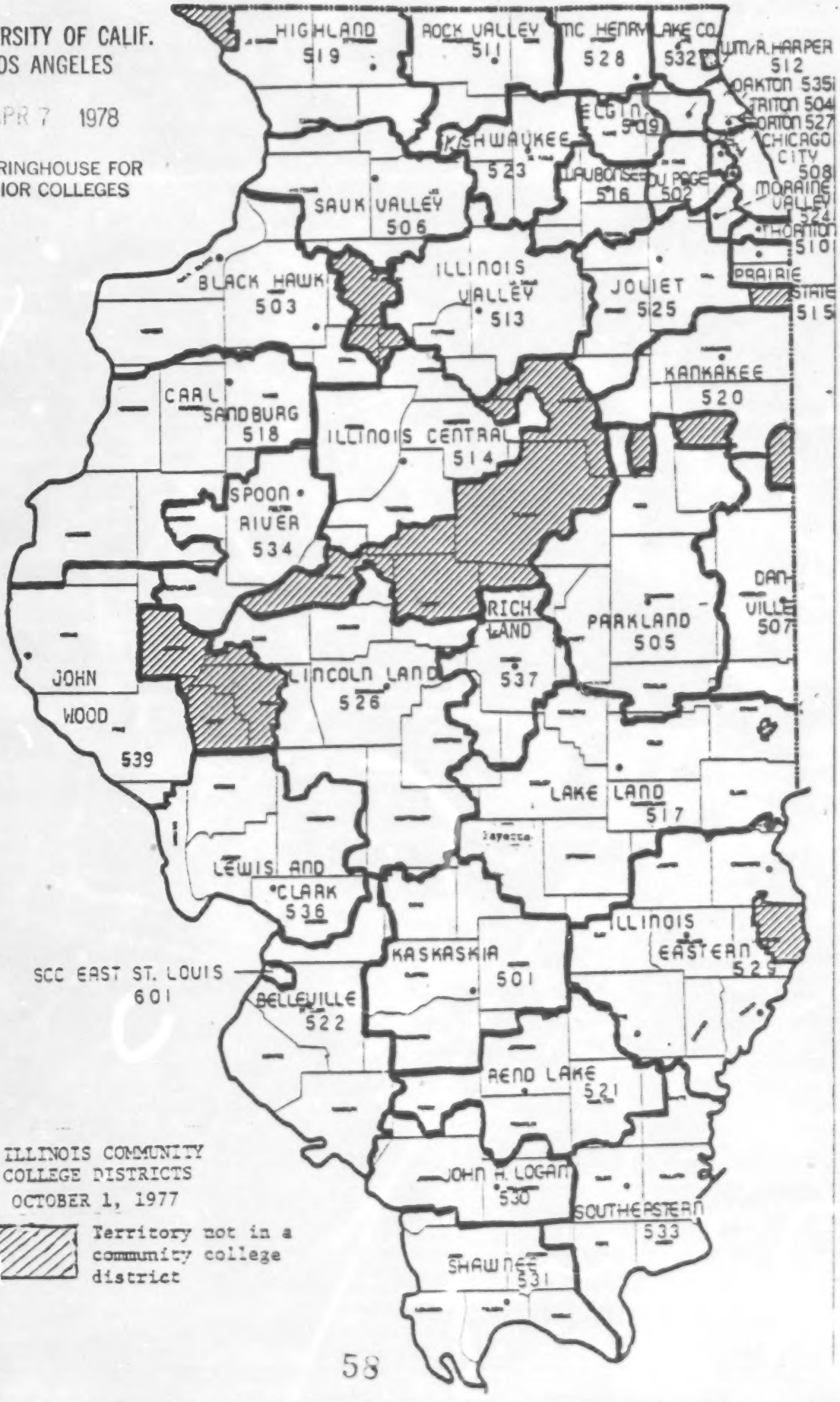

ILLINOIS COMMUNITY
COLLEGE DISTRICTS
OCTOBER 1, 1977

Territory not in a community college district